

Report

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Report to:	Enterprise Resources Committee
Date of Meeting:	2 June 2010
Report by:	Executive Director (Enterprise Resources) Executive Director (Corporate Resources)

Subject:	Clyde and Avon Valley Landscape Partnership - Staffing Requirements
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ Advise on the successful bid for Heritage Lottery Funding for the Landscape Partnership, and
- ◆ Seek agreement for the Council to host the posts required to deliver the project and progress recruitment

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the outcome of the bid for Heritage Lottery Funding is noted;
- (2) that the Council agrees to host the posts required to deliver the stage 1 development phase and, if successful, the full project, and
- (3) that three temporary posts be established for a period of 1 year with a possible extension of 3-4 years to undertake this project.

3. Background

3.1. The Heritage Lottery's Landscape Partnership fund is a grants programme that awards grants of between £250,000 and £2 million to partnerships of local, regional and national interests which aim to conserve areas of distinctive landscape character throughout the UK. Each scheme is based around a portfolio of smaller projects which together provide a varied package of benefits to an area, its communities and visitors.

3.2. Under the Landscape Partnership programme, the Heritage Lottery Fund (HLF) is able to support schemes that provide long-term social, economic and environmental benefits for rural areas. To be successful, a scheme is expected to deliver across all four of the following programme outcomes:-

- conserving or restoring the built and natural features that create the historic landscape character
- increasing community participation in local heritage
- increasing access to and learning about the landscape area and its heritage
- increasing training opportunities in local heritage skills

- 3.3. The Clyde and Avon Valleys Landscape Partnership bid comprises a raft of smaller but inter-related projects linked to the area's key landscape assets, such as the Clyde Valley Tourist Route, Chatelherault, New Lanark World Heritage Site, Avon Valley, Clyde Valley Orchards, Falls of Clyde and the Clyde Valley National Nature Reserve, which will collectively contribute to the four Landscape Partnership outcomes over the prescribed five year timescale.
- 3.4. The bid was submitted under the auspices of South Lanarkshire Rural Partnership, however as it is not a legally constituted organisation, the Council assumed the Lead Partner role given their track record in acting as "project banker" for other rural programme initiatives such as LEADER.
- 3.5. On 20 April 2010, HLF approved an award of £2 million which represents the full amount of the bid submitted in November 2009. As HLF operate a two stage award process, £100,000 will be released for the development period of 12-18 months to work up a Landscape Conservation Action Plan. Once the required documentation has been completed to HLF's satisfaction, the remaining £1.9 million can be accessed to deliver the full project in years 2 – 5.
- 3.6. The requirement to match fund the HLF contribution of £2 million is being progressed through bids for funding to the Council's Capital Programme; LEADER; Scottish Rural Development Priorities and other funding sources, along with contributions both in cash and in kind from other partners within the Landscape Partnership.

4. Clyde and Avon Valleys Landscape Partnership

- 4.1. The Landscape Partnership brings together a range of partners involved in both North and South Lanarkshire. The lead partner is South Lanarkshire Council Enterprise Resources. Community Resources is also a partner in this project.
- 4.2. Other partners include Central Scotland Forest Trust, Clydesdale Community Initiatives, Forestry Commission, North Lanarkshire Council, RSPB, The Rural Development Trust, Scottish Natural Heritage, New Lanark Trust and the Scottish Wildlife Trust.
- 4.3. The Partnership developed the HLF bid in recognition of the historic significance of the area's culture and communities. The bid is entitled Our People, Our Land, Our History : Shaping our Future.
- 4.4. At a time of recession, the Partnership provides a unique opportunity to focus investment in the development of stronger community and landowner links alongside improving accessibility to the wonderful landscape that exists within both the Clyde and Avon Valleys.
- 4.5. The Council, in its role of lead partner, can provide the expertise, direction and focus which will ensure the opportunities that the Partnership proposal can offer will be maximised.

5. Employee Implications

- 5.1. The development phase of the Landscape Partnership project includes provision for three full-time staff consisting of:-

- Development Officer – with responsibility to facilitate, co-ordinate and manage the implementation of the programme of activities; effective application of available resources and line management of two additional staff.
- Assistant Development Officer – with responsibility for engaging and assisting communities and landowners to develop and lead projects within the Partnership area
- Clerical Assistant - with responsibility for delivering an effective clerical support to project staff and the development of the Stage Two proposal.

5.2 The structure of the Partnership will see officer representation from Regeneration Services on both the Board and Steering Group of the Landscape Partnership. Enterprise Resources will also be required to direct and line manage the activity of the three full-time posts to ensure compliance with the bid conditions and development of the Landscape Conservation Action Plan which forms the second stage of the HLF bid process. This role will be undertaken by the existing team leader (rural regeneration) and Community Regeneration Partnership Manager.

5.3 It is proposed to increase the establishment of Regeneration Services by three temporary posts initially for 1 year with a possible extension of 3-4 years,

Post Title	Grade/ Level	SCP Range	Hourly Rate	Annual Pay	Total Cost (including on costs)
Development Officer	Grade 3 Level 8	75-80	£18.48 - £19.90	£33,724	£42,256
Assistant Development Officer	Grade 2 Level 4	46-57	£11.99 - £14.12	£21,881	£27,416
Clerical Assistant	Grade1 Level 4	25-28	£8.77 - £9.17	£16,004	£20,053

Posts have been graded in accordance with the job evaluation scheme.

5.4 As the development programme staff are fully funded by the Landscape Partnership development award of £100,000, the staff positions must be externally advertised by the Council on behalf of the Landscape Partners to work during the development period of 12-18 months as outlined in the bid. HLF requires that the recruitment process is open and fair and that all posts are broadly advertised.

5.5 Staffing requirements beyond the development phase will be determined in line with the preparation of the Stage Two proposals but are likely to be closely aligned with those required for Stage One. The option for the Council as employer at that stage would be to continue the existing staff in post till the end of the five year period of funding.

6. Financial Implications

- 6.1 The full costs of the staff posts during the development phase will be met from the HLF award of £100,000. Funding to continue the posts beyond the development phase has been built into the Stage Two programme proposal and will be met from the balance of the HLF award of £1.9 million and the match funding which is required to be secured as part of the conditions of grant.
- 6.2 The total value of the programme over the 4-5 years would be £4.9m and, given that the bid for a grant is more than £1m, the Landscape Partnership is required to provide at least 25% of resources i.e. £1.225m. The total match funding in the submitted bid is £2.9m. £100,000 match funding has been provided from within the 2010/2011 Capital Programme and bids totalling £400,000 have been made for 2011/14. If these bids prove unsuccessful, then that could have implications for the delivery and overall scale of the programme. The balance will be sought from partner organisations as detailed in Section 4.2.

7. Other Implications

- 7.1 The development year is crucial to ensuring the preparation of the Conservation Action Plan is completed and approved by Heritage Lottery Fund. This Plan releases the second stage funding of £1.9 million Heritage Lottery Funding. The risk is that staff with sufficient skills and experience cannot be recruited to undertake the required development and consultation work to ensure the Plan is prepared to the appropriate quality and timescale. To mitigate this risk, the posts will be advertised widely in national and local press and appropriate journals tailored towards landscape and heritage activity.
- 7.2 There is a risk that the required level of match funding is not secured. The bid for Heritage Lottery Funding on which the award is based identified a match of £3 million, some of which will be in-kind contribution from partners. To overcome and minimise the risk associated with securing the match funding, applications will be made to a wide range of funding sources including the LEADER; Rural Priorities; Renewable Energy Fund; WIAT. Partner contributions are also being identified including a current bid to the Council's capital programme. There is the potential for a smaller project to be delivered should the full match funding not be secured which would result in a proportionately reduced award from Heritage Lottery Fund. In the event that no match funding is secured, the second stage of Heritage Lottery Funding is then not released and staff recruited for the development year activity will have their temporary contracts terminated at that stage.

8. Equality Impact Assessment and Consultation Arrangements

- 8.1 Consultation has taken place with all SLRP partners as appropriate and Trade Unions.
- 8.2 This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and therefore, no impact assessment is required.

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Executive Director (Corporate Resources)

19 May 2010

Link(s) to Council Objectives/Values

- Improve the quality of the physical environment
- Sustainable development

Previous References

- None

List of Background Papers

- None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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