

Item No. 10.	Classification: Open	Date: 10 February 2015	Meeting Name: Cabinet
Report title:		Old Vic Endowment Trust	
Ward(s) or groups affected:		All	
Cabinet Member:		Councillor Peter John, Leader of the Council	

FOREWORD – COUNCILLOR PETER JOHN, LEADER OF THE COUNCIL

When the Southwark Youth Fund was created in 2011 one of its clear objectives was to provide young people in our borough with opportunities to enhance their CV – to give them unique experiences which marked them out from their peers and which would give them some small advantage in the competitive employment and higher education market in London.

By making a contribution to the Old Vic's Endowment Trust we will be achieving just that – making a link with one of the world's leading theatres and offering the opportunity to Southwark schoolchildren to benefit from the experience of working in and understanding business and the theatre. This is an incredible opportunity for Southwark and Southwark's schools which also helps to secure the next phase of the Old Vic's life in SE1.

As a council we will continue to look for future opportunities for the Youth Fund to enhance the potential of children and young people, and to demonstrate that we truly believe in their capacity to be the beneficiaries of all that our borough and London has to offer.

RECOMMENDATIONS

1. That cabinet agrees to release £500,000 as a one-off contribution from the youth fund reserve to donate to the Old Vic Endowment Trust. This will be for the purposes of the long term promotion of education and employment through culture and the arts for young people in Southwark.
2. That cabinet delegate authority to the chief executive to sign off a memorandum of understanding that enters the council into agreement with the Old Vic Theatre Trust setting out the benefits to be accrued from the donation and process for monitoring and review.

BACKGROUND INFORMATION

3. The council is committed to achieving a fairer future for all as set out in the council Plan 2014-18. The council plan sets out six priority themes for delivery of the fairer future vision including providing the best start in life for all our young people and supporting a strong local economy. Moreover, the council plan has a specific commitment to guarantee education, employment or training for every school leaver and for driving up standards across our schools.

4. Supporting young people to get the best start in life through culture and the arts is an important aspect in the delivery of these and related council plan commitments.
5. In 2011, the council established a three year youth fund for the purposes of improving educational and employment outcomes for young people, including those most vulnerable and with particular needs, across the borough. In 2013, as part of agreement of the general fund budget for 2013/14, council assembly agreed to a commitment to provide resources for the youth fund for a further three years to 2016/17.
6. Since inception the youth fund has so far helped 80 young people into employment, 211 young people have obtained a work placement and 38 young people have obtained a scholarship. Over 3,800 young people, who would have otherwise struggled with costs as a result of having lost the education maintenance allowance (EMA), have been financially supported. 23 people have started up their own enterprise as a result of grants and advice from the council.
7. In 2013, Southwark agreed a Cultural Strategy to 2018. In agreeing the strategy it was noted that the cultural sector provides 7% of Southwark's population with employment and is also the registered trade of 10% of the borough's VAT and PAYE registered businesses. This is in addition to the additional spending generated in Southwark by the millions of people who visit attractions and events in the borough each year.
8. At their meeting on 27 January 2015 the cabinet received a report on the progress on delivery of the cultural strategy, noting the breadth of support the council gives to the cultural sector in Southwark and delivery against the action plan associated with the strategy. This included supporting some 54,243 young people through the arts grants programme and work to ensure local people can access employment in the cultural sector.
9. The report also noted that the borough is home to one of the country's most dynamic cultural landscapes which include institutions, organisations and individuals that have local, national and international impact. The Old Vic is one such strategic partner that contributes to the diverse cultural offer across Southwark and London.
10. The Old Vic Endowment Trust ('the Endowment Trust') was established as an independent registered charity in 2011. Funds donated for the Endowment will contribute to building a £20 million fund to ensure the long-term viability of The Old Vic and the sustainability of its education programmes with local schools and the wider community.

KEY ISSUES FOR CONSIDERATION

11. This report proposes to release £500,000 as a one off contribution from the youth fund reserve to donate to the Old Vic Endowment Trust. This is for the purposes of the long term promotion of education and employment through culture and the arts for young people in Southwark.
12. The Arts Council have granted £5 million to The Old Vic Theatre Trust 2000 (the Theatre Trust) by way of a 'Catalyst Grant'. The £5 million grant is subject to the Old Vic raising £15 million by July 2015 into the Endowment Trust by way of matched funding (i.e. therefore on a ratio of 3:1). By releasing £500,000 now

Southwark Council will be making a contribution to the £15 million currently being raised by the Old Vic in this regard.

13. Donations will have an 80/20 split. For the council, this means £400,000 will support the Endowment Trust, guaranteeing the sustainability of the Old Vic's education programming and work on the stage in the longer term.
14. The remaining £100,000 will be allocated to "Stage Business", which is an innovative education programme whereby the Old Vic works with local schools to improve the confidence of young people (and so raise their employment prospects) through culture and the arts. Stage Business nationally aims to reach up to 10,400 young people aged 11 to 18 across the UK over a two year period to 2017, equipping them with practical skills and improving their confidence as they enter the jobs market – whether that be in the theatre industry or elsewhere.

Intended outputs and outcomes

15. As a donor the council can initially select up to five schools to directly benefit from the Stage Business programme in the two years to 2016/17. The process for selection is to be determined and will be agreed through the memorandum of understanding between the council and the Old Vic Theatre. The process will be governed by an assessment of how best to target help to young people to improve their employment prospects and continue in education, training or other such activity thereby achieving maximum value for money for the donation. This will include a relevant assessment of equalities impacts.
16. Stage Business will offer young people the opportunity to explore the business side of the theatre industry. Beneficiaries will learn practical, transferable skills in presentation, communication and leadership and have access to an online programme of learning. Schools involved will also have access to digital content via a Stage Business web portal. The portal will contain interactive lectures for teachers plus educational packs containing links and material on theatre production for use in the classroom.
17. Local schools involved will gain national profile through their involvement in the programme and be able to connect to other schools across the UK through the Old Vic Partner Schools Network. Further details on the specifics of the Stage Business programme are set out in background papers.
18. The activities associated with the Stage Business and the Old Vic Endowment Trust will be set out in a memorandum of understanding between the council and the Old Vic. The activities will directly support the guarantee of education, employment or training for every school leaver and indirectly contribute to the council's priority of supporting some 5,000 more local people into work by 2018.
19. Specific local outputs will be agreed in partnership between the council, the Old Vic and the local schools/education providers involved in delivery. Outputs are likely to include hard and soft indicators of pupil and student well-being such as improved confidence and new transferable skills developed, measured through surveys and other such examinations of impact through the programme.
20. The council will, through the memorandum of understanding, seek to expand activity to a wider range of schools and educational settings in the future. This will mean that the council receives a long term social value investment from the

£500,000 donation that addresses current gaps in the skills of young people and also ensures quality educational, cultural and arts projects over the long term.

Value for money

21. Through this donation, the council is maximising the use of its limited resources in order to achieve longer term benefits to the communities of Southwark, particularly young people including those most vulnerable. This is demonstrable in a number of ways. The Stage Business activity will contribute to addressing the gaps in the employability skills of young people in the short to medium term and contribute to giving them the best start in life through direct participation in the arts and wider cultural industry. By improving a young person's confidence through learning and participation, their employment prospects will be enhanced, ensuring they are better placed to access local sustainable employment and so contribute back to the economy of the borough and London.
22. In the longer term, by linking donations to the Endowment Trust, the council will help to guarantee the sustainability of future programmes that link cultural participation with education and employment outcomes. This in turn will support future generation of learners and residents across Southwark. By providing direct support to a major cultural institution, the council will seek to ensure that schools and the wider community benefit from the work of the Old Vic. It will also ensure that local groups and organisations are better connected to activities and other such cultural education / employment programmes offered by the Old Vic into the future. This therefore ensures that the council maximizes the value of the donation and delivers on its fairer future promise to achieve value for money.

Monitoring, review and evaluation

23. Any project supported from youth fund resources is subject to regular monitoring and review including formal reporting on performance to cabinet via the annual performance report and financial reporting via the general fund revenue monitoring report.
24. An officer project group has been established under the responsibility of the Director of Education involving relevant lead project officers. Through this, each project is monitored with regards resources spent and performance achieved. This group in turn forms part of a cross-council strategic board that monitors implementation of the council's economic well-being strategy and related council plan commitments. The activities associated with the Stage Business programme will be reported through these processes.
25. The Old Vic, as strategic partner, is committed to undertaking an external evaluation of the programme. This will include impact on the well-being among the students, on their confidence and how participating in Stage Business has informed other subjects on their curriculum.

Policy implications

26. The donation to the Old Vic Endowment Trust is directly in line with the council Plan 2014-18 priorities of providing the best start in life for all our young people and supporting a strong local economy. More specifically the donation meets the objectives of the youth fund by supporting activities and initiatives to improve the educational and employment outcomes for young people, including those most

vulnerable and with particular needs, across the borough.

27. The activities associated with the donation will also support the themes of the Cultural Strategy 2013-18, in particular promoting creativity, quality and innovation and building sustainability and resilience in the local cultural sector.
28. The Children and Young People's Plan 2013-16 sets out a vision that every child, young person and family in Southwark thrives and is empowered to lead a safe and healthy life. Initiatives such as Stage Business provide a direct opportunity for young people, including those most vulnerable, to participate in the arts and improve their education and employment prospects. Moreover, the donation will promote improved links between the Old Vic and local schools providing further opportunities for children and families to participate in culture and the arts.

Resource implications

29. This report proposes to release £500,000 as a one off contribution from the youth fund reserve to donate to the Old Vic Endowment Trust. This contribution will be met from within existing available youth fund programme resources.
30. The Old Vic will require £20 million to provide for the Endowment for this scheme. Contributions received by The Old Vic and evidence of anticipated contributions expected should be shared with the council to provide confidence regards achieving the total £20 million funds required. A reasonable level of confidence should be achieved prior to release of funds.
31. Subject to agreement of this report, £500,000 will be released from the youth fund reserve in 2014/15 and transferred to the Old Vic Theatre Trust. Donations to the Endowment Trust have to pass through the Theatre Trust bank account in order to qualify for The Arts Council matched funding. This is a one off payment and no additional funding is being sought as a result of agreement of this report.
32. In the event that the Old Vic is unable to reach the target of funding required or in the event that this scheme is unable to be implemented, clear guidance will be set out through the memorandum of understanding as to how the council's donation is refunded or otherwise redirected.

Community impact statement

33. The public sector equality duty requires public bodies to consider all individuals when carrying out their day to day work, in shaping policy, in delivering services and in relation to their own employees. It requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people when carrying out their activities.
34. This report has noted the intended outcomes resulting from the proposal to donate £500k to the Old Vic Endowment Trust and the linked Stage Business education programme. Such outcomes are intended to support the elimination of discrimination and advance equality of opportunity. This will be achieved by giving young people in the borough, including some of the most vulnerable, the opportunity to improve their educational outcomes and employment prospects through innovative schemes such as the Stage Business programme.
35. Further, cabinet are asked to consider the important community leadership role

that the council has in supporting organisations and institutions like the Old Vic in their aims to foster improved community relations between different groups through the medium of culture and the arts. By providing a financial contribution to the Endowment Trust, the council is helping to ensure the longevity of such cultural and arts activity over the longer term and so with it promote community cohesion and development across Southwark.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Director of Education

36. The Stage Business programme – and the work of the Old Vic through its broader community engagement work – is an important initiative designed to improve the confidence and resilience of young people in the borough. It will help to improve their educational outcomes and employment prospects for the future. This is directly in line with youth fund objectives.
37. The council would expect that the Old Vic establishes a strong, fair and transparent relationship not only with the schools directly benefiting from the programme but also with the wider school community across the borough. This will ensure that the council receives maximum value for the donation by establishing a connection with schools. This may lead to opportunities such as targeted theatre visits, work placements, apprenticeships and other such activity and so guarantee longer term benefits for future generations of learners, children and families in the borough.

Strategic Director of Finance and Corporate Services FC14/044

38. The strategic director of finance and corporate services notes the recommendations in this report for a one-off contribution from the youth fund reserve of £500,000 to donate to the Old Vic Endowment Trust. This contribution will be met from within existing available youth fund programme resources.

Director of Legal Services

39. The Localism Act 2011 gives councils a general power of competence whereby they have power to do anything that individuals generally may do. This power can be used even if legislation already exist that allow a local authority to do the same thing. However the general power of competence does not enable a local authority to do anything which it is unable to do by virtue of a pre-commencement or other limitation. The Director of Legal Services is not aware of any pre-commencement or other limitation.
40. The director of legal services notes the comment of the director of education on how the authority will achieve maximum value for the grant.
41. The director of legal services notes in paragraph 18 there will be a memorandum of understanding between the council and the Old Vic setting out specific outputs. This will ensure the activities will directly support the guarantee of education, employment or training for every school leaver and indirectly contribute to the council's priority of supporting some 5,000 more local people into work by 2018.
42. The council is required under section 149 of the Equality Act 2010 to have due regard to the need to:

- Eliminate unlawful discrimination harassment and victimisation
- Advance equality of opportunity between people who share protected characteristics and those who do not
- Foster good relations between people who share protected characteristics and those who do not.

43. The director of legal services believes this grant will advance equality of opportunity and help foster good relations between people who share protected characteristics and those who do not.

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
The Old Vic: Stage Business documentation	160 Tooley Street London SE1 2QH	Stephen Gaskell, stephen.gaskell@southwark.gov.uk 020 7525 7293
Link: http://moderngov.southwark.gov.uk/ieListDocuments.aspx?CId=302&MId=4867&Ver=4		

APPENDICES

No.	Title
None	

AUDIT TRAIL

Lead Officers	Eleanor Kelly, Chief Executive	
Report Author	Stephen Gaskell, Head of Strategy and Partnerships	
Version	Final	
Dated	29 January 2015	
Key Decision?	Yes	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments sought	Comments included
Strategic Director of Finance & Corporate Services	Yes	Yes
Director of Legal Services	Yes	Yes
Cabinet Member	Yes	Yes
Date final report sent to constitutional team	29 January 2015	