

Plymouth Adult and Community Learning Service

Ambitious Scrutiny Panel – 11 November 2013



Benefits analysis linked to Plymouth City Council's Corporate Plan (v2.0 – Sept 2013)

1. Introduction

This report demonstrates how the proposed establishment of the Plymouth Adult and Community Learning Service (PACLS) as a Public Service Mutual (PSM) will generate benefits that clearly align to the values, objectives and outcomes outlined within [Plymouth City Council's Corporate Plan](#)¹.

PACLS has produced a Feasibility Study² after receiving authorisation from Plymouth City Council (PCC) to explore the viability of externalising the current service as an option for service delivery.

2. PACLS' current contribution to Corporate Plan priorities

Through the delivery of innovative, needs-led and outcome focused learning opportunities that are designed and evaluated in conjunction with learners, partners and other stakeholders, PACLS contributes to PCC's outcomes as outlined within 'Our Plan'. These include:

- [Pioneering Plymouth – The Parent Body provides and enables brilliant services that strive to exceed customer expectations.](#) Currently 96% of learners surveyed felt PACLS was outstanding or good at meeting their identified learning outcomes;
- [Pioneering Plymouth – Plymouth's cultural offer provides value to the City -](#) PACLS has worked in partnership with Open Doors International Language School and the Mountbatten Centre on a Learning and Skills Improvement Service funded project. This project has led to the engagement of learners from different ethnic backgrounds who are considered as 'hard to reach', helping them to build confidence, develop a sense of belonging and encouraging social contact. Engaging with the service has helped these learners to understand the local opportunities that are available to them, as well as helping them to improve their health and wellbeing and engage in further learning opportunities.
- [Growing Plymouth - A strong economy creating a range of job opportunities.](#) 71% of job seekers engaged with the PACLS Hospitality Sector Based Work delivered in partnership with Job Centre Plus and Jury's Inn Hotel secured employment at the end of the course;
- [Growing Plymouth - A top performing education system from early years to continuous learning opportunities.](#) In 2011-12, PACLS had the highest qualification success rates in the largest number of subject specific areas when compared to other organisations in the area including City College Plymouth, Devon Adult and Community Learning, Exeter College and Cornwall Adult Learning;

¹ Our Plan – The Brilliant Co-operative Council, Plymouth City Council

² PACLS Feasibility Study, September 2013. Please contact Tracy Hewett (Tracy.Hewett@plymouth.gov.uk) for copies of the study or for further information

- **Caring Plymouth** – PACLS continues to help people to take control of their lives and communities – “It has not just changed my life but also that of my husband and my children. I can now go on to a good career, be a better role model to Jessica and Jack and give them a better life than what we have had these past years. I feel like a whole new world has just opened up and while I am a little anxious about the changes to come, I am also glad for them!” – feedback from Access to Higher Education learner before taking up her University place; and
- **Confident Plymouth – Citizens enjoy living and working in Plymouth** – Following a family learning jewellery making course at Pilgrim Primary, parents have now formed a social enterprise to raise school funds using the skills they have learned.

3. Future ownership and governance arrangements

PACLS staff are determined that the future PSM’s ownership and governance structure will ensure the meaningful involvement of staff and learners, as well as the PSM benefiting from representation from VCS and charitable sectors. The organisation will exist as a social enterprise with an ‘asset lock’ embedded within the PSM’s constitution.

PACLS has clearly outlined their intention for staff, learners and CLT members to own the PSM, as well as ensuring that all parties between them hold majority representation on the Board.

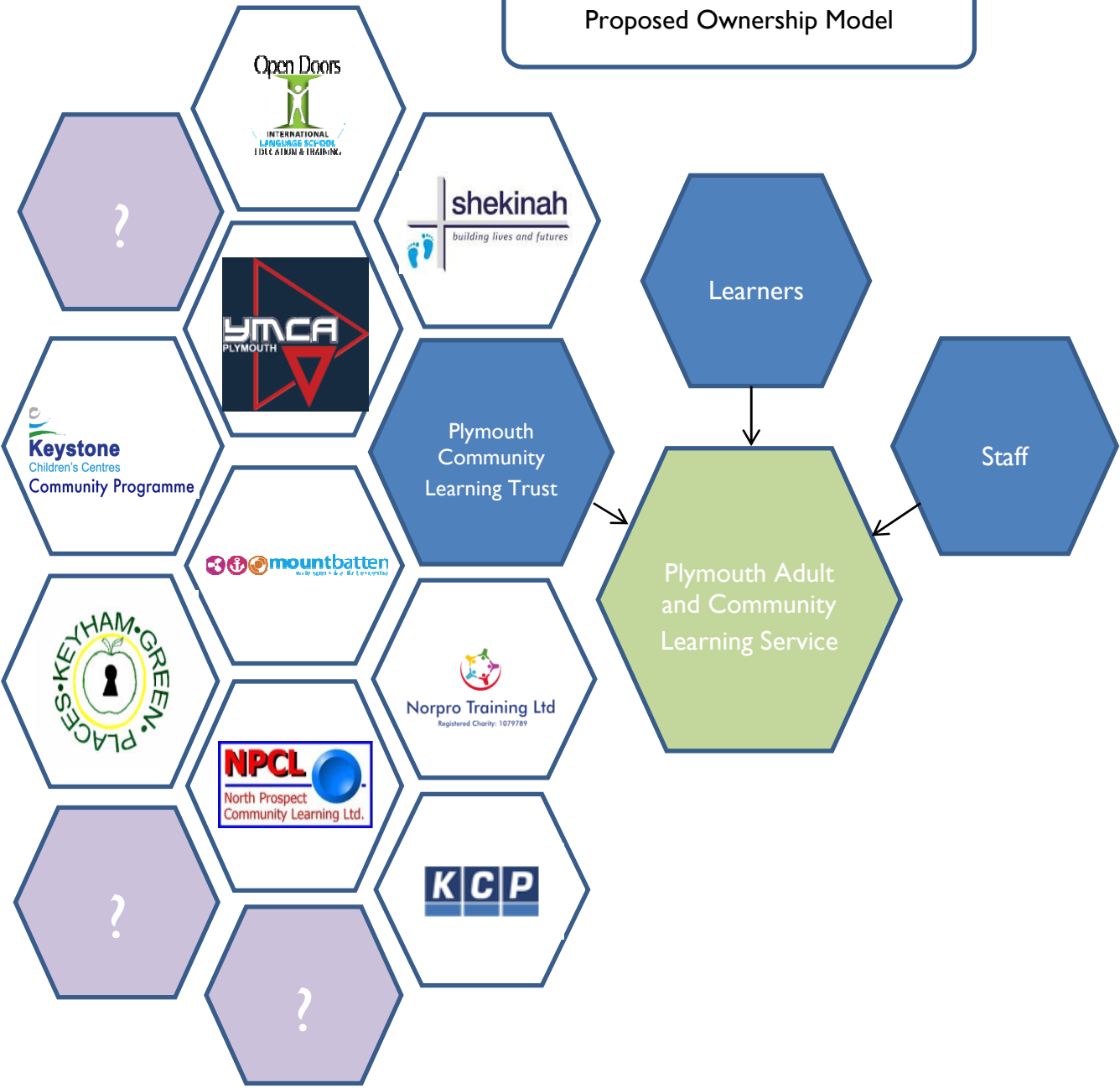
Discussions relating to the ownership of the PSM have centred on staff, learners and the CLT representative being ‘members’ of the PSM, making them the owners of the organisation. As members, staff, learners and CLT members will be responsible for the appointment of the Chief Executive, as well as electing a Staff Director and two Learner Directors onto the Board.

Within the initial model, learner members will be responsible for the appointment of two Stakeholder Non-Executive Directors, with representation likely to come from the CLT/VCS /charitable sectors. Staff members will be in a position to elect two Independent Non-Executive Directors who will be able to bring commercial, legal, financial etc. expertise to the PSM.

Further learner involvement and influence will be exerted via the Learner Forums and the results from learner impact surveys informing discussions at Board level. In addition, a wide range of stakeholders will attend the Stakeholder Advisory Group that will in turn feed into the Board.

The following diagram demonstrates how the CLT will be involved in membership of the PSM. Each of the CLT members will have access into other organisations and groups, widening the community involvement. It is envisaged that as the CLT grows in strength, further organisations will be included within the PSM’s ownership model.

Proposed Ownership Model



4. Future anticipated benefits associated with PACLS establishing as a Public Sector Mutual

The following diagram demonstrates how the PACLS proposal clearly aligns to the ambitions outlined within 'Our Plan':

