

Public Document Pack

North Yorkshire Council Health and Adult Services - Executive Member & Corporate Director Meeting

Friday, 6 February 2026 / 3.30 pm

A G E N D A

1 **Declarations of Interest**

Items for Assistant Director - Resources (HAS) Decision

- 2 Get York North Yorkshire Working Economic Activity Trailblazer Year 2 programme (Pages 3 - 16)
- 3 Date of next meeting: 5 March 2026, 14:00

Circulation:

Executive Members

Michael Harrison

Officer attendees

Richard Webb

Anton Hodge

Presenting Officers

Angela Crossland

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The North Yorkshire Council

Health and Adult Services

Executive Member Meeting

6th February 2026

REPORT TO Corporate Director of Health and Adult Services (HAS) in consultation with the Executive Member for Health and Adult Services

Get Britain Working Economically Inactive Trailblazer Year 2 Fund Grant Acceptance

1.0 Purpose Of Report

- 1.1 To update the Executive Member for Health and Adult Services on Year 1 progress on the Get York North Yorkshire Working Economically Inactive Trailblazer programme.
- 1.2 The Chief Finance Officer in conjunction with the Executive Member for Finance and the Executive member for Health and Adult Services agrees to accept recurrent Year 2 grant funding to support the Get York North Yorkshire Working Economically Inactive Trailblazer programme. This is subject to final confirmation of funding amounts and that grant funding conditions remain acceptable to North Yorkshire Council.

2.0 Summary

- 2.1 The report provides a brief description of the Get York North Yorkshire Working Economically Inactive Trailblazer programme. It provides updates on Year 1 delivery and a high-level outline of proposed Year 2 activity.

3.0 Background

- 3.1 The Get Britain Working Trailblazer was announced by the Government in November 2024, as a delivery programme of the Get Britain Working White Paper. Nationally, all local authority areas have developed a 10-year regional delivery plan designed to understand the local landscape related to economically inactive populations and to support employers to increase opportunities back into work.
- 3.2 York and North Yorkshire is one of nine Combined Authority areas in England and Wales chosen to deliver a specific, funded Trailblazer pilot programme as a part of the [Get York North Yorkshire Working Delivery Plan](#). The programme commenced in 2025/26 as an initial one year £10M funded opportunity.

The Trailblazer programme aim is to:

- Join up and improve employment, health and skills support services
- Maximise existing place-based support
- Test new innovative approaches to identify and engage economically inactive people and employment support that addresses gaps and specific local needs
- Work with a range of partners
- Support the Government's approach to devolution

A second year of £10M funding for York and North Yorkshire has been confirmed by the Department of Work and Pensions (DWP) to be spent in its entirety within the 2026/27 financial year.

- 3.3 The learning from the Trailblazer projects will support development of national policy and the design of how locally joined-up support will work in practice across England and Wales.
- 3.4 The top three priorities for the programme in York and North Yorkshire are:
- Engaging and supporting individuals
 - Good Work
 - Joining Up Services and Support

4.0 Detail of Substantive Issues

Year 1 delivery

- 4.1 North Yorkshire Council received £4,171,404 to deliver 17 projects as agreed by a multi-agency group including the YNYCA, NYC, the NHS and key Voluntary, Community and Social Enterprise organisations. The programme hopes to reach 1750 individuals and 140 businesses.
- 4.2 The North Yorkshire current projects are as follows. Project descriptions are available at Appendix A:
- Engaging & supporting individuals
 - Supported pathways
 - Overcoming challenges to youth participation
 - Place based engagement
 - Place based navigators
 - Inspiring potential in 50+
 - Youth mentoring
 - Carers programme
 - Community grants
 - Veterans programme
 - MSK hubs
 - Good Work

- Employer Support Programme
 - Workplace health check/clinics
 - Employer engagement (levels 1-3)
 - Wage subsidy scheme
 - Behaviour insights into early retirees
 - Sport and active well-being workforce development
- Joining Up Services and Support
 - Health data analysis

4.3 Due to delays in the overarching agreements between DWP and YNYCA, the programme was late to mobilise in September 2025. Despite this, to date the projects have delivered support to 700 individuals and 65 businesses. The programme is projected to deliver £3.56M of the original project funding. Funding must be defrayed by 31 March 2026 with no rollover capacity.

Emerging impact examples include:

The [Community Grants scheme](#) managed through Better Connect has supported 28 community organisations totalling £634,000 to provide projects that test local approaches to supporting individuals back into work. An example project of how [intergenerational digital skills work](#) are enhancing confidence in employability can be found through the link.

The [Musculo-Skeletal Hubs](#) delivered by Active North Yorkshire offer personalised assessment through a specialist instructor with a range of activities designed to strengthen and increase flexibility. Early participants are seeing significantly improved mobility and pain reduction which has already resulted in successful phased return to work and is mitigating subsequent risk of loss of employment.

The [York and North Yorkshire LEAP programme](#) is a wage subsidy scheme delivered by North Yorkshire Council's Resourcing Solutions team and provides employer incentives to support economically inactive individuals into job roles for an initial 3-month period, for approx. 16hrs per week. The scheme has seen its first 4 successful starts offering diverse placements in admin, customer service and retail.

Year 2 proposals

4.4 The YNYCA have submitted an overarching year 2 delivery plan to DWP for approval. Subject to final detail, the programme aims to reach a further 2,000 individuals and 150 businesses. The spend profile is expected to be the same.

The high-level intention of the plan remains with 3 overarching priorities:

- Engaging and Supporting people
- Good Work – supporting Employers
- Joining Up systems and services

There are 6 identified workstreams, of which current projects remain relevant:

- Place based engagement and support model
- Integrated co-located health and employment support
- Employer Support Programme (inc financial incentives)
- Work and Skills Interchange/Coordinated point of access model
- Bespoke pilot provision (e.g. MSK hubs)
- Integrated data and research

4.5 The time restrictions and the one-year funding limitations require the authority to take a pragmatic approach as to what can be achieved from a further year of funding, without any indication at present as to any ongoing funding, post 2027. To support decision making, a review of first year projects has been undertaken between NYC, CYC, ICB and VCSE delivery partners to consider:

- Synergies and similarities between projects
- Opportunities for reprofile
- Projects to start/stop

The project list remains subject to further refinement prior to April 2026, but it is anticipated that there will be stronger collaboration from within existing projects. DWP have confirmed that projects will benefit individuals over 16years old therefore youth related activity will discontinue.

5.0 Alternative Options considered

5.1 Not to accept a further allocation of funding. Due to the part year start, projects are just beginning to build momentum with participants and businesses. There is still a considerable amount to learn from developing the projects. Closure of the programme at this stage would impact participants, the reputation of all partners organisations and lose investment in the area designed to reduce inequalities. The programme currently comes at no cost to the Council.

6.0 Financial Implications

6.1 This is a second-year investment of one-off funding in the North Yorkshire Trailblazer programme. At the time of writing there is no indication from the DWP nor the YNYCA as to a third year of funding. Any expenditure on all projects must be defrayed by 31 March 2027 and will be retrospectively claimed per month for activities undertaken.

6.2 The funding has been received as a recurring grant offer and has not required an application process. Finance have agreed that this is acceptable. There are currently no substantial changes to grant conditions identified for the second year.

6.3 The grant includes a 4% management and administration allocation for the Council. The exact amount is TBC and subject to final programme amount but is anticipated to be in line with first year allocations. Therefore, there is not considered to be an additional cost to the Council in delivering the overarching programme.

- 6.4 Council services and a range of partners have been involved in the delivery of the programme to date and funding has been used to build on current projects or to develop temporary pilot projects. In this respect, there is considered a risk of pressure on the Council after the completion of the programme if delivery demands cannot be met. This will be managed through an exit strategy and monthly budgetary control reporting to ensure there is no recurring expenditure or additional pressure cost, including redundancy.
- 6.5 Of the £10M allocated to YNYCA by Government, subject to final agreement on project delivery, it is estimated between £4M-4.5M will be granted directly to North Yorkshire Council. Final amounts may differ relating to delivery progress or any requirements to reprofile due to over or underperformance.
- 6.6 Payment of the grant is monthly in arrears, aligned to agreed payment schedules. This is not payment by results. The Council and providers must comply with the terms of the agreement, including the return of monitoring data, in order to receive scheduled funding, although it is recognised that this is about testing approaches and learning from them so there may be challenges in collecting some data.

7.0 Legal Implications

- 7.1 In order to accept the funding, North Yorkshire Council will be required to enter into a further formal Grant Agreement with the York and North Yorkshire Combined Authority. The Grant Funding Agreement is not yet available however once issued the Agreement will be reviewed by Legal Services and if any of the terms and condition of the Grant Funding Agreement present unacceptable risk for the Council then the Grant offer would be declined.
- 7.2 Any expenditure of the Grant will be in line with the Subsidy Control Act 2022.
- 7.3 Any contracts entered into in respect of the Grant funding will be in accordance with the Procurement Act 2023 where relevant.

8.0 Consultation undertaken and responses

- 8.1 This is an extension to the first-year programme and in that respect, there has been no formal consultation process on year 2 delivery. There has been ongoing discussion with project leads from within council services, the Humber North Yorkshire Integrated Care Board, YNYCA and with relevant Voluntary and Community Service delivery partners, including a collaborative review of first year programme delivery.

9.0 Contribution to Council priorities

- 9.1 The overall Trailblazer programme aligns with a range of Council Plan priority areas, across the “thriving places and empowered communities”, “safe, healthy and living well” and “maximise the potential” themes. Supporting people who are economically inactive to reengage and sustain good employment will directly contribute to better outcomes for North Yorkshire’s residents, communities and businesses.

10.0 Equalities Implications

10.1 An Equalities Impact Assessment Screening has been completed. This highlights the potential positive impact of this funding. All projects will pay due regard to the Council's equality responsibilities through the Public Sector Equality Duties.

11.0 Climate change implications

11.1 A Climate Change Impact Assessment has been completed. There are no identified direct climate implications.

12.0 Reasons for recommendation

12.1 The Executive Member for Health and Adult Services is asked to approve acceptance of the grant funding to allow the proposed activities to proceed. These are intended to support individuals to find and sustain employment and to support employers to adapt practices which attract and retain economically inactive people into work. This will provide better outcomes for individuals and support North Yorkshire's economy.

13.0 Recommendation

13.1 The Chief Finance Officer in conjunction with the Executive Member for Finance and the Executive Member for Health and Adult Services agrees to recurrent Year 2 grant funding to support the Get York North Yorkshire Working Economically Inactive Trailblazer programme.

Report Author – Angela Crossland, Head of Healthier Lives, Community and Economy, Public Health

APPENDICES:

Appendix A – Year 1 Project descriptions

Appendix B – Equality Impact Assessment

Appendix C – Climate Change Impact Assessment

Appendix A – Project Descriptions

Project Name	Description
Engaging & supporting individuals	
Supported Pathways	Delivered by Hambleton Community Action. This programme is aimed at people who wish to volunteer regardless of barriers or challenges by providing the practical and emotional support they need to both take that first step and find a suitable volunteering role and provide on-going support to enable them to maintain the role or progress into employment.
Overcoming Challenges to Youth Participation	Delivered by NYC Adult Learning. Working with learners who have EHCPs or face barriers to progression. The programme offers customised study opportunities for those aged 16-18, fast-track options for short-term re-engagement, and programmes for young people whose education plans have ceased but do not meet the threshold for supported employment.
Place Based Engagement with Opportunity	Delivered by NYC Adult Learning. Roadshow-type activities that help people understand 'good' work. This approach reaches out directly and serves as a key entry point for progressing into work through all programme routes. Event programming uses research data for thematic promotion tailored to specific demographics such as high economic inactivity in Acomb (York) or among 50-64 year olds and veterans in Richmondshire.
Place Based Navigators	Delivered by NYC Adult Learning. The programme will recruit three network coordinators, specialising in health, business, and community sectors. These coordinators will create communities of practice, recruit partners, and arrange training. The model will focus on mentoring place-based navigators to facilitate progression through key initiatives and programmes under the 'Get Britain Working' campaign. By expanding and tailoring the training and buddy network and leveraging digital tools and coordinated efforts, we aim to create a robust support system.
Inspiring Potential in 50+	Delivered by NYC Adult Learning. This programme targets recently retired individuals, those considering early retirement, and over-50s keen to return to the workforce. It also aims to provide links to vacancies within anchor organisations and support workers through trial placements and volunteering funded by this project and the supported pathways project. Additionally, participants can undertake on-demand and fast-track training to overcome challenges leading to inactivity, including opportunities for self-employment.
Youth Mentoring	Delivered by North Yorkshire Youth. A mentor programme for young people aged 14-16years at risk of NEET.
Carers Programme	Delivered by Carers Plus and Dementia Forward. Work will be undertaken to increase knowledge of the demands on carers and their rights under the Care Act amongst the business community. For those already in work, the project would support carers to ensure all the options are explored around sustaining employment – legal rights, career

	breaks or flexible working, reducing hours and if required to write or advocate on their behalf with the employer.
Community Grants	Delivered by Better Connect. Small community grants scheme that connects work, health and skills, up to £25K per project to target priority cohorts/communities of economically inactive people across York and North Yorkshire. This is an opportunity to pilot and fund innovative projects, try new approaches for engagement and build learning and knowledge that can inform decision makers and future funding. Hyper local support for local people as a first steps opportunity to move closer to the labour market.
MSK Hubs	Delivered by Active North Yorkshire. This programme supports working-age adults in North Yorkshire struggling to remain in or return to work due to Musculoskeletal (MSK) conditions offering tailored exercise programs to improve health and employment outcomes. The project is delivered in 2 MSK Hubs, one based in Harrogate and the other in Selby utilising facilities within the Active North Yorkshire portfolio.
Veterans' Programme	Delivered by North Yorkshire Sport. Insight work with veterans and employers to support changes in workplace practice and policy that supports veterans into work.
Good Work	
Employer Support Programme	Delivered by NYC Economic Development. A bespoke employer support programme that identifies key business employment practice needs to support individuals into work or to address needs within work
Workplace health check/clinics	Delivered by NYC Public Health. This project will engage with businesses across North Yorkshire and enable employer (across all sizes and sectors including Anchor Institutes e.g., Local Authority/NHS) to support the identification of adults in employment who are at risk of becoming economically inactive due to undiagnosed cardiovascular disease (CVD). This project offers workplace health checks and support to employees at risk, aiming to reduce economic inactivity and improve wellbeing.
Employer engagement (levels 1-3)	Delivered by NYC Economic Development. Deliver a wraparound model of education, training and grant funding to local businesses and workplaces signposting employers to existing resources
Wage Subsidy Scheme	Delivered by NYC Resourcing Talent in conjunction with Better Connect. A wage subsidy for employers based in either York or North Yorkshire, to support them to employ an individual who is economically inactive for a 3 month duration.
Sport and Active Well-Being Workforce Development	Delivered by North Yorkshire Sport. Employer and business engagement programme to develop SAW workforce skills to support individuals back into work.
Behaviour Insights into Early Retirees	Delivered by NYC Public Health A research project engaging retirees, particularly in Carven and richmond as areas of increased older population. The research seeks to understand reasons for retirement and where support back into work may be required.

Joining Up Services and Support

Health Data Analysis	Delivered by NYC Strategy and Performance. North Yorkshire Council will provide 0.5FTE Strategy and Performance Manager to support the health data analysis across the Trailblazer Programme. The work will include initially Regional Work Market Analysis and Data Returns Analysis and Reporting with the potential for other areas of analysis as required by the programme. The officer will continue to be line managed within NYC but will be tasked by MCA colleagues
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Appendix B – Equality Impact Assessment

<p>Initial equality impact assessment screening form This form records an equality screening process to determine the relevance of equality to a proposal, and a decision whether or not a full EIA would be appropriate or proportionate.</p>	
Directorate	Health and Adult Services
Service area	Public Health
Proposal being screened	Grant acceptance of Yr 2 Get York and North Yorkshire Working Economically Inactive Trailblazer Programme
Officer(s) carrying out screening	Angela Crossland
What are you proposing to do?	The proposal is to accept further DWP grant funding through the York and North Yorkshire Combined Authority to support ongoing projects related to the above programme for a second year.
Why are you proposing this? What are the desired outcomes?	<p>The Trailblazer programme has already completed up to 12mths intervention and the grant acceptance would enable this work to continue for a further 12 months. The programme aims to:</p> <ul style="list-style-type: none"> • Support people who are currently economically inactive with health conditions / neurodiversity to help them move back towards work • Reduce the number of YNY residents becoming inactive or at risk of becoming inactive, by providing preventative health and employment support whilst they are still in work. <p>To achieve this, our approach will be:</p> <ul style="list-style-type: none"> • Person centred and recognise the different experiences that people may have of health issues and the influence of wider economic and social determinants. We will deliver activities that integrate a person-centred approach and wrap around support alongside existing health provision. This will enable individuals to progress into work, reducing inactivity and avoiding further deterioration of health conditions. • Targeted provision to support those in greatest need and ensure we are addressing inequalities rather than exacerbating them. • Enhancing existing activity with an awareness of what is currently funded and what more is required, whilst ensuring we are building on good practice, lessons learned, and expertise built up from existing and previous provision. • Transformational and step change in the capacity and capability in the systems and services to support economically inactive people providing a legacy for future programmes and policies.
Does the proposal involve a	The programme is DWP grant funded, administered through the YNYCA and would provide £TBC to support NY initiatives focused on the aspects above.

significant commitment or removal of resources? Please give details.	
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Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYC’s additional agreed characteristics

As part of this assessment, please consider the following questions:

- To what extent is this service used by particular groups of people with protected characteristics?
- Does the proposal relate to functions that previous consultation has identified as important?
- Do different groups have different needs or experiences in the area the proposal relates to?

If for any characteristic it is considered that there is likely to be an adverse impact or you have ticked ‘Don’t know/no info available’, then a full EIA should be carried out where this is proportionate. You are advised to speak to your directorate representative for advice if you are in any doubt.

Protected characteristic	Potential for adverse impact		Don’t know/No info available
	Yes	No	
Age		X	
Disability		X	
Sex		X	
Race		X	
Sexual orientation		X	
Gender reassignment		X	
Religion or belief		X	
Pregnancy or maternity		X	
Marriage or civil partnership		X	
People in rural areas		X	
People on a low income		X	
Carer (unpaid family or friend)		X	
Are from the Armed Forces Community		X	
Does the proposal relate to an area where there are known inequalities/probable impacts (for example, disabled people’s access to public	<p>Yes, projects are designed to support individuals who are economically inactive or at risk of becoming so due to a range of inequality issues. The current projects include support for:</p> <ul style="list-style-type: none"> • Physical and mental health • Long term health condition management • Unpaid carers • Learning disability 		

transport)? Please give details.	<ul style="list-style-type: none"> • Veterans • Individuals with low income <p>It is anticipated that Year 2 projects will continue to offer the same support.</p>		
<p>Will the proposal have a significant effect on how other organisations operate? (for example, partners, funding criteria, etc.). Do any of these organisations support people with protected characteristics? Please explain why you have reached this conclusion.</p>	<p>The programme builds on the work of a range of Voluntary, Community and Social Enterprises, the Integrated Care Board as well as across several NYC services. All services are focused on supporting individuals with protected characteristics as above. The funding will support them to continue operating, to build on current service provision as well as to test new ways of working to further enhance outcomes for people who are, or at risk of being economically inactive</p>		
<p>Decision (Please tick one option)</p>	<p>EIA not relevant or proportionate:</p>	<p>X</p>	<p>Continue to full EIA:</p>
<p>Reason for decision</p>	<p>The grant funding will support an ongoing programme into a further year which directly and positively benefits NY residents and businesses and aims to reduce inequalities in the above groups.</p>		
<p>Signed (Assistant Director or equivalent)</p>	<p>Richard Webb</p>		
<p>Date</p>	<p>23.01.26</p>		

Appendix C – Climate Change Impact Assessment

Initial Climate Change Impact Assessment (Form created August 2021)

The intention of this document is to help the council to gain an initial understanding of the impact of a project or decision on the environment. This document should be completed in consultation with the supporting guidance. Dependent on this initial assessment you may need to go on to complete a full Climate Change Impact Assessment. The final document will be published as part of the decision-making process.

If you have any additional queries, which are not covered by the guidance please email climatechange@northyorks.gov.uk

Title of proposal	Grant acceptance of Yr 2 Get York and North Yorkshire Working Economically Inactive Trailblazer Programme
Brief description of proposal	<p>The proposal is to accept further DWP grant funding through the York and North Yorkshire Combined Authority to support ongoing projects related to the above programme for a second year.</p> <p>The Trailblazer programme has already completed up to 12mths intervention, and the grant acceptance would enable this work to continue for a further 12 months.</p> <p>The programme aims to:</p> <ul style="list-style-type: none"> • Support people who are currently economically inactive with health conditions / neurodiversity to help them move back towards work • Reduce the number of YNY residents becoming inactive or at risk of becoming inactive, by providing preventative health and employment support whilst they are still in work. <p>To achieve this, our approach will be:</p> <ul style="list-style-type: none"> • Person centred and recognise the different experiences that people may have of health issues and the influence of wider economic and social determinants. We will deliver activities that integrate a person-centred approach and wrap around support alongside existing health provision. This will enable individuals to progress into work, reducing inactivity and avoiding further deterioration of health conditions. • Targeted provision to support those in greatest need and ensure we are addressing inequalities rather than exacerbating them. • Enhancing existing activity with an awareness of what is currently funded and what more is required, whilst ensuring we are building on good practice, lessons learned, and expertise built up from existing and previous provision. • Transformational and step change in the capacity and capability in the systems and services to support

	economically inactive people providing a legacy for future programmes and policies.
Directorate	Health and Adult Services
Service area	Public Health
Lead officer	Angela Crossland
Names and roles of other people involved in carrying out the impact assessment	n/a