

NORTH LINCOLNSHIRE COUNCIL

CHILDREN'S SERVICES CABINET MEMBER

EXTENDED SERVICES AND CHILDREN'S CENTRE STAFFING

1. OBJECT AND KEY POINTS IN THIS REPORT

To create and transfer the following posts on a permanent basis across the service area:

- 1.1 Create and establish the posts of Outreach Worker Grade 6 x 10
- 1.2 Create and establish the posts of Family Worker Grade 4 x four
- 1.3 Transfer from host schools to create and establish the post of Integrated Services Cluster Coordinator Grade 6 x five
- 1.4 Transfer from host schools and combine with Children's Centres to create and establish the joint post of Integrated Services Coordinator Grade 8 x three
- 1.5 Create the post of Parent Support Advisers x three

2. BACKGROUND INFORMATION

- 2.1 It is a requirement under the Ten Year Strategy for Childcare, and more recently the Childcare Act 2006, that Local Authorities provide to all families with children under five years, access to a Children's Centre in their community by 2010. This requirement has been implemented in three phases. Between March 2004 and March 2006, North Lincolnshire developed seven Children's Centres (phase 1), predominantly in the areas of high need, which were already identified as Surestart Local Programme areas.
- 2.2 Phase Two began in March 2006 and North Lincolnshire was required to create an additional four Children's Centres, ready for designation, by March 2008. (Ready for designation means that the core services are in place). This has been achieved.
- 2.3 Phase Three begins in April 2008. North Lincolnshire is required to create an additional three Children's Centres.
- 2.4 It is also a requirement that by 2010 all children should have access to a core offer of extended services in and around their school.

- 2.5 The core offers for the Children's Centre and Extended Schools agenda are intrinsically linked and are being developed in an integrated way to maximise funding, staff roles and resources generally.

Children's Centres

- 2.6 In order to support the effective delivery of services to children and their families through the Children's Centres, each centre must provide a range of family support and outreach services, including universal home visiting in the areas of high need (phase 1).
- 2.7 Current Family Workers at grade 5 undertake more generic duties with families, e.g. universal home visiting, play sessions etc. The new role of Outreach Worker would focus on reaching the more hard to engage families, with some post holders having a specialist dimension to their work, e.g. work with fathers, additional support etc and will work more closely with the Integrated Services Cluster Coordinators.
- 2.8 Based on evidence gathered through the National Evaluation of Surestart, additional grant funding for two experienced and skilled Outreach Workers per phase 1 children's centre, was allocated. As we have seven phase 1 centres this would have funded 14 workers, however it is requested that 10 posts be created in the first instance.
- 2.9 It is intended that the gradual phasing out, and eventual deletion of the existing grade 5 posts through staff promotions and current vacancies, would reduce the overall increase in salary costs in the longer term.
- 2.10 The introduction of a new post of Family Worker grade 4 is to deliver the lower level universal support and services across the Children's Centre areas complementing the existing work undertaken in phases 1 and 2 and future work to be undertaken by the new post of Outreach Worker.

Extended Schools

- 2.11 The Extended Schools agenda is a major undertaking for those staff delivering on the core offer and one which links across many services and agencies, e.g. Integrated Youth Support, Youth Taskforce, Health Agenda, Healthy Schools, School Improvement etc.
- 2.12 Currently, Extended Schools Cluster Co-ordinators (7.5 FTE at Grade 6) have been employed on fixed term contracts through Standards Funding. There has been a high turnover due to the temporary nature of contracts. With the announcement of a three-year budget, it is proposed that the existing fixed term posts be deleted and new roles of Integrated Cluster Co-ordinator (x five) and Integrated Services Co-ordinator (x three) be established. These posts will work across the five locality areas (as opposed to the nine clusters already in existence for extended schools) and link with children's centres.
- 2.13 In response to a national initiative, and in line with government recommendations, the post of Parent Support Adviser (PSA) is

required. This role is to tackle pupil underachievement, remove barriers to learning and provide access to a full range of learning opportunities.

- 2.14 As mentioned in 2.5, the core offers for both children's centres and extended schools are intrinsically linked. These new roles will support the existing Integrated Services Managers, complement the role of Children's Centre Manager and offer a more robust integrated approach operationally, particularly in the phase 2 and 3 (and more rural) Children's Centre areas where the requirement of staffing and service levels are less prescriptive than in phase 1 areas.
- 2.15 All the above posts have been evaluated in accordance with the North Lincolnshire job evaluation scheme.

3. OPTIONS FOR CONSIDERATION

- 3.1 To approve the revised post structure in line with government legislation – Childcare Act 2006.
- 3.2 To remain at Status Quo and not meet the requirements of legislation.

4. ANALYSIS OF OPTIONS

- 4.1 If these posts were approved, this would allow North Lincolnshire Council to fulfil its duties under the Childcare Act 2006 and deliver Children's Centres Services across North Lincolnshire in line with government guidance and funding expectations.
- 4.2 If the posts were not approved, this would not allow the service to develop further and fulfil its statutory duties and impact on the safe delivery of provision.

5. RESOURCE IMPLICATIONS (FINANCIAL, STAFFING, PROPERTY, IT)

- 5.1 Finance
Please see Appendix 1 for a breakdown of costings. Posts will be funded through the Sure Start Early Years and Children's Centre Grant and Extended Schools Sustainability Grant which the Government has identified until 2011. The duty to provide these services is embedded within the Childcare Act 2006. Because posts have been combined, funding is not taken from the area based grant for this.
- 5.2 The combining of posts has kept the final figure to a minimum. The difference between the current cost and the new cost is £148960. Extended Schools Sustainability funding for this financial year is £266,663.
- 5.3 The Integrated Cluster Co-ordinators were previously funded through extended schools start up grant. This is now part of the Area Based Grant and therefore efficiencies will be identified to meet other cost pressures within the service.

5.4 Staffing
All of the aforementioned posts will complement the work of other key partners (e.g. Primary Care Trust, Job Centre Plus) to ensure that the family support, outreach and community responsibilities outlined in the DCSF documentation for Children's Centres and Extended Schools are fulfilled by North Lincolnshire Council.

5.4 Statutory
There is a statutory requirement to provide Children's Centres and Extended Services to all families with children in every community of North Lincolnshire by 2010.

5.5 Environmental and Other
There are no environmental implications to this proposal.

6. OTHER IMPLICATIONS (STATUTORY, ENVIRONMENTAL, DIVERSITY, SECTION 17 - CRIME AND DISORDER, RISK AND OTHER)

6.1 The statutory duties under the Childcare Act 2006 have increased.

7. OUTCOMES OF CONSULTATION

7.1 The relevant Trade Unions have been consulted and no adverse comments have been received.

8. RECOMMENDATIONS

8.1 That the Cabinet Member endorses the creation and establishment of the posts listed.

8.2 That the Cabinet Member forwards the report to Corporate Services Cabinet Member for approval.

SERVICE DIRECTOR LEARNING, SCHOOLS AND COMMUNITIES

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Background Papers used in the preparation of this report:

None

APPENDIX 1

Costings

	Created Post	Grade	No of Posts	Current Cost	New cost	Difference	Funding Stream
1.1	Outreach Worker	6	10	10 at grade 5 £211240	£249400	£38160	SS, EY & CC grant
1.2	Family Worker	4	4	4 at grade 5 £84 496	£76016	-£8480	SS, EY & CC grant
1.3	Integrated Services Cluster Coordinator	6	5	7.5 at grade 6 £187050	5 at Grade 6 £124,700	-£62350	Standards fund Sustainability
1.4	Integrated Services Coordinator	8	3	Nil	£53405 £53405	£53405 £53405	SS, EY &CC grant Standards fund Sustainability
1.5	Parent Support Adviser	6	3	Nil	£74820	£74820	Standards fund Sustainability
	TOTAL			£482786.00	£631746.00	£148960	