

NORTH LINCOLNSHIRE COUNCIL

**ADULT AND CHILDREN'S SERVICE'S
CABINET MEMBER**

**PROPOSALS FOR TEMPORARY TRANSITION MANAGEMENT AND STAFFING
ARRANGEMENTS FOR LOCALITIES AND PARTNERSHIPS SERVICE.**

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To secure Cabinet Member approval for the external recruitment to four existing family support worker posts for a fixed term period of one year.
- 1.2 To secure Cabinet Member approval for the creation of three temporary posts to transform the provision of locality based universal services.
- 1.3 To secure Cabinet Member approval for the creation of a temporary nursery manager post.

2. BACKGROUND INFORMATION

2.1 The Localities and Partnerships Service has been undergoing transformational change, bringing together a range of services to deliver locality based targeted support to children and families. Family support will be delivered through preventive and intensive teams, organised into three geographical areas:

- Scunthorpe North, Brigg and Isle,
- Scunthorpe South
- Barton

2.2 Cabinet Member approval is sought to use the external appointment process for the following posts:

- **Family Support Workers, (four posts, grade 4, full time, fixed term 12 months)**. These posts are already established within the current structure but remain unfilled at the end of the service review and redeployment process. Approval is sought to advertise externally for these posts via the council's web-site.

2.3 Cabinet Member approval is also sought for the following temporary structural amendments:

- **Community Development Workers, (three posts, grade 6, full-time to 31 March 2012)**. To create three temporary grade 6 posts to be ring-fenced to existing locality family support staff. The focus of these roles will be to develop community led groups across the service. This will include, for example, the delivery of universal children's centre activity by supporting parents and local voluntary groups to organise activity that reflects local needs.

- **Early Years Development Officer, (one post, grade 8, full-time to 31 March 2012).** This post will supervise the two existing LA Nursery Supervisors as well as taking a lead on the two-year old funding programme, embedding this into existing capacity in a sustainable way.

3. OPTIONS FOR CONSIDERATION

- 3.1 **Family Support Workers (four posts, grade 4, full time CHMS1306/1308/1214 CHMN1212)**
- Leave these posts unfilled
 - Share the existing capacity across all localities
 - Appoint to these posts
- 3.2 **Community Development Workers, (three posts, grade 6, full-time to 31 March 2012).**
- Not create the posts
 - Appoint to these posts
- 3.3 **Early Years Development Officer, (one post, grade 8, full-time to 31 March 2012).**
- Not create the posts
 - Appoint to the post.

4. ANALYSIS OF OPTIONS

4.1 Family Support Workers (four posts, grade 4, full time/fixed term contract)

- 4.1.1 It is not a viable option to leave these posts unfilled as this would leave significant reduced capacity across each locality. This would mean that families would not receive the early-targeted support that they need. There would also be a significant risk to the authority regarding Ofsted inspection outcomes, as the Children's Centres across the authority would not be able to provide the statutory core offer of activity.
- 4.1.2 Consideration has been given to minimal covering of all Children's Centres, but the staffing levels would be such across that the core offer could not be delivered. The movement of staff at this time could result in families experiencing a change worker, which runs counter to the recommendations of the Munroe Report.
- 4.1.3 Appointment to the posts would ensure there was adequate capacity to meet the community's needs and will ensure the statutory core offer is delivered and the service meets Ofsted's inspection criteria.

4.2 Community Development Workers, (three posts, grade 6, full-time to 31 March 2012).

- 4.2.1 To not create the posts would maintain the status quo of local authority led and provided universal services.

4.2.2 To fill these posts would enable the developmental work necessary to transform the delivery of universal service provision from the local authority to local community and parent led groups. The workers will work closely with existing community groups, and other partners to identify local opportunities and engage with parents/carers and young people to develop universal services within each locality. The plan is to offer internal secondment to the roles for existing grade 4 Family Support Workers.

This will have a short term effect on family support capacity but the long-term impact will be an engaged community

4.3 **Early Years Development Officer, (one post, grade 8, full-time to 31 March 2012).**

4.3.1 To not create the posts would leave two children's centre managers linked to the nursery provision (neither of whom has the experience of nursery management) with a significant additional workload at a time when children's centre activity is being refocused to targeted Child and Family Support in line with the proposed revised core purpose for children's centres.

4.3.2 Appointment to this role will secure robust line management arrangements and capacity to support the development of plans to seek a non-statutory provider for existing LA Nursery provision.

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

5.1 **Family Support Workers (four posts, grade 4, full time fixed term contract).**

These posts are already funded within the existing structure.

Mid point grade 4: £19,725 x 4 = £78,900. Pro-rata for 6 months, £39,450 2011/12.

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5.2 **Community Development Workers, (three posts, grade 6, full-time to 31 March 2012).**

Mid point grade 6. £25,882 x 3 = £77,646.00. Pro-rata for 6 months, £38,823

5.3 **Early Years Development Officer, (one post, grade 8, full-time to 31 March 2012).**

Mid point grade 8. £36,948. Pro-rata for 6 months, £18,474.00

5.4 The additional costs of £57,297 for 2011-12 can be met fully through vacancies within the approved structure. There are no additional costs for 2012-13.

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

6.1 **Family Support Workers (four posts, grade 4, full time/fixed term contract).** The Local Authority has a statutory duty to provide a core offer of

activity through Children's Centres. The appointment would fulfil this statutory requirement

6.2 **Community Development Workers (three posts, grade 6, full-time to 31 March 2012).** The appointment to these posts will increase the level of community participation and parental engagement necessary to transform the provision of universal service activity in Children's Centres.

6.3 **Early Years Development Officer (one post, grade 8, full-time to 31 March 2012).** The appointment will ensure effective childcare is provided to local families.

6.4 The appointment of the three community development posts will support the service to make the transition from the current universal service provision led by and provided by the local authority to a service that will be led by and provided by the community. This will support the local authority to provide more targeted support to the families in the greatest need, which would reflect the diverse needs of the families in the localities where they live.

7. **OUTCOMES OF CONSULTATION**

7.1 These specific proposals have not been the subject of specific consultation. However, they do reflect recent feedback by service users that they value the broad range of activity on offer at children's centres and that service users wish to be fully engaged.

8. **RECOMMENDATIONS**

8.1 Approval be given to the recruitment of four family support workers on a fixed term contract

8.2 Approval be given to the temporary creation of three development posts.

8.3 Approval be given to the temporary creation of one nursery manager post

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Background Papers used in the preparation of this report: None