

NORTH LINCOLNSHIRE COUNCIL

**CHILDREN, FAMILIES AND LEARNING
CABINET MEMBER**

**REQUEST TO ESTABLISH 2 FULL-TIME TEMPORARY POSTS FUNDED BY DFE
GRANT FUNDING**

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To seek a decision to establish a Humber Social Work Teaching Partnership (HSWTP) Project Support Officer (grade 6) and Project Development Manager (grade 10).

2. BACKGROUND INFORMATION

- 2.1 North Lincolnshire Council is the lead partner in the recently-formed Humber Social Work Teaching Partnership. This partnership seeks to improve the quality and effectiveness of social work university and post-qualifying training, in order to ensure the most vulnerable children, adults, families and communities of North Lincolnshire continue to benefit from high-calibre and skilled social workers. As accountable body, the council hosts and is responsible for the effective leadership, management and administration of the project.
- 2.2 The HSWTP was awarded DfE grant funding in November 2016 of up to £892,120. This funding is time limited, for the period to 31 March 2018.
- 2.3 The current project team consists of one full-time agency project lead and additional support from permanent members of North Lincolnshire Council staff via grant-funded backfill arrangements. The first phase of project set-up has been completed, however moving forward in order to ensure the delivery of outcomes agreed with the DfE, and in line with the implementation plan milestones, the project requires additional focused project support and project management capacity.
- 2.4 Job descriptions and employee specifications for a Project Support Officer (grade 6) and Project Development Manager (grade 10) have been developed in conjunction with, and evaluated by, the council's human resources department. This paper seeks a decision to formally establish these posts, to be advertised and recruited to on a temporary basis until the end of the funding period at 31 March 2018.

3. OPTIONS FOR CONSIDERATION

Option A - to not approve the decision to establish the posts and retain the status quo.

Option B – to approve the decision to establish the posts

4. ANALYSIS OF OPTIONS

4.1 Retaining the status quo would mean that the additional work would have to be delivered with current resources. Given the relatively short timescale for the project, this would reduce the likelihood that all of the key milestones would be achieved, at the level of quality that is required. As the project is fully funded, and the DfE have agreed the financial plan which includes recruitment of the proposed posts, this paper is recommending Option B – to establish the evaluated posts in order to maximise capacity and therefore ensure achievement of key milestones.

4.2 This paper recommends option B.

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

5.1 The proposal outlined in this document is fully funded by DfE grant funding. The posts have been included in the financial plan agreed with the DfE. The posts will be temporary until 31 March 2018, in line with the duration of the funding.

5.2 If the posts are filled from 1 August 2017, the mid-point cost to 31 March 2018 would be £32,324 (grade 10) + £17,586 (grade 6).

6. OUTCOMES OF INTEGRATED IMPACT ASSESSMENT (IF APPLICABLE)

6.1 An IIA is not required.

7. OUTCOMES OF CONSULTATION AND CONFLICTS OF INTERESTS DECLARED

7.1 The proposed posts have been developed in conjunction with the human resource department, and have been subject to informal consultation with the range of partner agencies involved in the Humber Social Work Teaching Partnership which includes representation by service user and carer groups.

8. RECOMMENDATIONS

8.1 To establish the two posts outlined in this report.

DIRECTOR OF CHILDREN AND COMMUNITY RESILIENCE

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Background Papers used in the preparation of this report: None