

10 December 2012

Agenda Item: 7

REPORT OF THE GROUP MANAGER, YOUNG PEOPLE'S SERVICE

PROPOSALS FOR THE RESTRUCTURE OF THE PLAY FOR DISABLED CHILDREN'S TEAM, YOUNG PEOPLE'S SERVICE, CHILDREN, FAMILIES AND CULTURAL SERVICES, FROM 1 APRIL 2013

Purpose of the Report

1. This report seeks approval for proposed structural changes within the Play for Disabled Children's Team, Young People's Service, from 1 April 2013 to enable a more focused approach to the delivery of work including a widening of the age range to include young people up to 16 years old.

Information and Advice

2. The work of the Team is funded by Children's Social Care, with its primary function being to form part of the Council's statutory offer of respite care to families of disabled children. All children and young people accessing the service have been referred through Children's Social Care or the Flexible Short Breaks Scheme, and are able to access positive fun activities outside of the school day through Saturday Clubs, Holiday Clubs and through support in accessing other services in private and Council settings. The Team delivers provision in line with Ofsted criteria for child care provision.
3. The current structure of the Team and the roles and responsibilities within it have been reviewed. The proposed revised structure, which has taken into account the views of both staff and stakeholders, is intended to ensure that children, young people and their families or carers receive an improved and more efficient service.
4. The proposed changes to the structure of the Team include reducing the number of full time posts by one and amending other posts to meet changing role requirements. These changes can be seen in **Appendix 1**, current Play for Disabled Team Structure, and **Appendix 2**, proposed structure.

Other Options Considered

5. None.

Reason/s for Recommendation/s

6. Through the consultation process, it was agreed that the most effective way of maintaining a quality service for children, young people and their families, was to amend the structure of the Team to fit the requirements of the services being delivered. The proposed

restructure of the Play for Disabled Children's Team will support more effective service delivery as it will ensure appropriate job responsibilities for particular projects of work within the Team.

Statutory and Policy Implications

7. This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment, and those using the service, and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Implications for Service Users

8. Service users will receive an improved quality of service from the Team.

Financial Implications

9. The restructure will reduce the costs of delivering the service by £35,169 whilst not compromising on quality of delivery.

Equalities Implications

10. As part of the process of making decisions and changing policy, public authorities are required by law to think about the need to:
 - Eliminate unlawful discrimination, harassment and victimisation.
 - Advance equality of opportunity between people who share protected characteristics (as defined by equalities legislation) and those who do not.
 - Foster good relations between people who share protected characteristics and those who do not.
11. Equality Impact Assessments (EIAs) are a means by which a public authority can assess the potential impact that proposed decisions / changes to policy could have on the community and those with protected characteristics. They may also identify potential ways to reduce any impact that a decision / policy change could have. If it is not possible to reduce the impact, the EIA can explain why. Decision makers must understand the potential implications of their decisions on people with protected characteristics.
12. An EIA has been undertaken and is available as a background paper. Decision makers must give due regard to the implications for protected groups when considering this report.

Crime and Disorder Implications

13. Children and young people accessing the service may include; Looked After Children and those receiving family support services, and those which may be particularly vulnerable "at risk" groups. The proposed restructure will not affect the service that these families receive from the Play for Disabled Children's Team.

Safeguarding of Children Implications

14. The safeguarding of children and young people will not be compromised as a result of the restructure. All those staff working with children and young people within the team will continue to follow safeguarding protocols within the service, and will continue to deliver provision that fully meets Ofsted requirements.

Human Resources Implications

15. The personnel implications are included in the report. These proposals have been subject to the normal consultation procedures with the appropriate Trade Unions and affected staff.

RECOMMENDATION/S

- 1) That the revised structure for the Play for Disabled Children's Team, Young People's Service, be approved.

Chris Warren
Group Manager, Young People's Service

For any enquiries about this report please contact:

Chris O'Brien
Locality Manager
T: 0115 9774535
E: chris.obrien@nottsccl.gov.uk

Constitutional Comments (LM 05/11/12)

16. The Early Years & Young People's Sub-Committee has delegated authority within the Constitution to approve the recommendations in the report.

Financial Comments (NDR 29/11/12)

17. The financial implications are set out in paragraph 9 of the report.

Background Papers

Equality Impact Assessment

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Electoral Division(s) and Member(s) Affected

All.

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