

**13 February 2013****Agenda Item: 6****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE  
REALIGNMENT OF THE BROXTOWE LOCALITY YOUTH WORK TEAM****Purpose of the Report**

1. This report seeks approval for the realignment of the Broxtowe Locality Youth Work Team to enable a comprehensive and consistent approach to youth work delivery in the District. This realignment will be implemented within the Young People's Service's existing budget:
  - to create a Professional Range Level 1 Youth Work Post in Kimberley
  - to increase the number of Youth Support Workers Level 1 in all Young People's Centres
  - to realign the number of Mobile sessions from 8 to 6
  - to restructure the Brinsley Youth Team.

**Information and Advice**

2. The Young People's Service operates a formula funding model for open access youth work across the County. The implementation of the formula, which is based on 90% for the proportion of the 13-19 population and 10% for deprivation, has been achieved in several tranches. This realignment of the Broxtowe Team is part of this process.
3. The Broxtowe Locality Youth Work Team is part of the Young People's Service, with a focus on providing access to high quality, safe and enjoyable positive activities for children and young people outside of the school day. The Service's delivery standards set out standards for the effective delivery of positive activities using youth work methods and approaches at each unit within the Service.
4. These standards include a set of performance indicators and targets for the Service, in order to measure the impact of youth work, and the contribution the Service makes to securing positive outcomes for young people. The targets set include:
  - delivery of over 250,000 attendances by young people
  - engagement of at least 21,000 young people in positive and fun activities.

5. To achieve these standards each youth work unit is required to engage with and provide positive activities to large groups of young people. This is reinforced by delivery standard 3, which sets out the minimum requirements of young people in attendance at each session.
6. Since this full re-organisation of the Service's management and delivery structures in 2011, new statutory guidance for local authorities on services and activities to improve young people's well being has been introduced. The guidance retains a duty on local authorities to secure educational and recreational leisure time activities for young people. This has encouraged the Service to review its management and leadership structures across Broxtowe to ensure that delivery standards and targets can be met and that the service across Broxtowe is equitable.
7. The current and proposed structures are attached as **Appendices 1 and 2**. The posts created and deleted are:
  - to create a 37 hour Professional Range Level 1 Youth Work Post in Kimberley using the existing 21 hours Worker in Charge Level 2 budget to contribute to this post
  - to increase the number of Youth Support Workers Level 1 from 170 hours to 207 hours of frontline delivery
  - to reduce the number of Mobile sessions from 8 to 6 sessions. This will involve deleting one Worker in Charge Level 1 post and one Youth Support Worker Level 1 post. This will impact on one employee as a Youth Support Worker Level 1 vacancy currently exists within this team
  - to restructure the Brinsley Youth Team, which will involve transferring the staffing establishment to Eastwood Youth Team for direct management. This will enable a change of the Worker in Charge Level 1 post to Youth Support Level 2, as the management responsibilities for the post holder will be reduced.

### **Other Options Considered**

8. Continued operation using the existing staffing establishment would be feasible, however this would not provide the best or the most equitable model for youth work delivery.

### **Reason/s for Recommendation/s**

9. The Council can deliver an improved service within existing budget allocations.

### **Statutory and Policy Implications**

10. 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**

11. The proposed changes do not alter the availability of youth work provision, but instead will improve capacity in providing access to high quality, safe and enjoyable positive activities for children and young people outside of the school day.
12. In addition, these changes will improve management and leadership structures across Broxtowe to ensure that delivery standards and targets can be met and that the service across Broxtowe is equitable.

## **Financial Implications**

13. There will be no financial implications as a result of implementing these recommendations.

## **Human Resources Implications**

14. This proposal has been subject to the normal consultation procedures with the appropriate Trade Unions.
15. No additional administrative support will be required.

## **RECOMMENDATION/S**

- 1) That the restructuring of Broxtowe Locality Youth Work Team to enable a comprehensive and consistent approach to youth work delivery be approved as outlined in paragraph 7.

**Derek Higton**  
**Service Director, Youth, Families and Culture**

**For any enquiries about this report please contact:**

Chris Warren  
Group Manager, Young People's Service  
T: 0115 9774430  
E: christopher.warren@nottsc.gov.uk

or

Pom Bhogal  
Broxtowe Locality Manager, Young People's Service  
T: 0115 9774800  
E: pom.bhogal@nottsc.gov.uk

**Constitutional Comments (SG 14/12/12)**

16. The Sub-Committee is the appropriate body to decide the issues set out in this report. The Sub-Committee has responsibility for the Young People's Service (paragraph 22 of the Terms of Reference).

**Financial Comments (NDR 03/01/13)**

17. There are no financial implications arising directly from this report.

## **Background Papers**

### **Young People's Service Delivery Standards**

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.

C0146