

8 July 2013**Agenda Item: 12****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE****ESTABLISHMENT OF COMMUNITY SOCIAL WORKER ROLE WITHIN
TARGETED SUPPORT AND THE EARLY YEARS AND EARLY
INTERVENTION SERVICE (LINKED TO THE FAMILY NURSE
PARTNERSHIP) AND THE INCREASING OF A YOUTH OFFENDING
SERVICE OFFICER POST WITHIN YOUTH JUSTICE FROM 0.75FTE TO
FULL-TIME****Purpose of the Report**

1. To seek approval for the establishment of five Community Social Worker posts within the Targeted Support and Early Years and Early Intervention (linked to the Family Nurse Partnership (FNP)) Services. The posts will be temporary for two years. Three posts will be based within Targeted Support Locality Teams and two linked to the Family Nurse Partnership. They will be senior practitioners within the respective services holding a caseload of more complex cases referred into Early Help and providing case work guidance to practitioners within their respective teams.
2. To seek approval to increase a Youth Offending Service Officer (YOSO) post within the Youth Justice Service from 0.75fte to full-time. This YOSO post provides support to young people subject to a statutory court order with an Intensive Supervision and Surveillance (ISS) requirement.

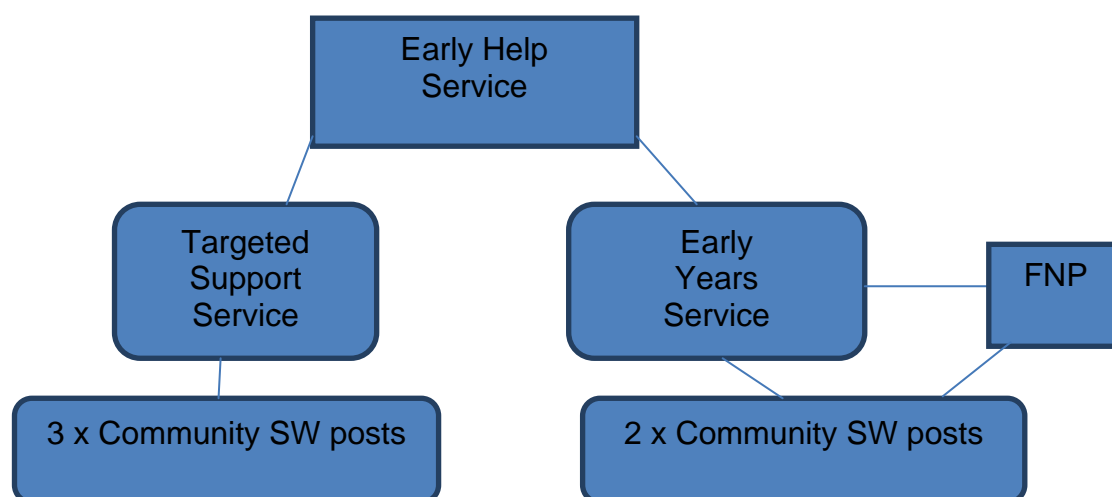
Information and Advice**Community Social Worker Posts**

3. The Targeted Support Service and the Family Nurse Partnership are two elements of the County Council's Early Help offer to vulnerable children, young people and their families in Nottinghamshire.
4. Targeted Support provides early help to children and young people aged 8-18 who are vulnerable but who do not meet the threshold for social care intervention. Typically this includes children and young people who meet level 2 or level 3 criteria in the Pathway to Provision. The Service was reconfigured in 2012 to incorporate the education welfare service, the substance misuse service, formerly known as Face It, the targeted elements of the Connexions Service and support for missing children and homeless 16/17 year olds. More recently the Young Carers Service has been integrated into Targeted Support. As part of the 2012 reconfiguration, three Targeted Support Locality Teams were established comprising staff from an Education Welfare and Connexions Service

background. Children and young people who are an open case to Targeted Support will have:

- a designated key worker – someone to act as their lead professional
- a structured assessment (Family CAF) and an action plan
- support for them and their family.

5. The Family Nurse Partnership (FNP) was established in Nottinghamshire in April 2013. It is an evidence based programme, delivering intensive nurse-led early intervention work with vulnerable first time young parents and their children. Jointly funded by Nottinghamshire Clinical Commissioning Groups (CCGs) and the County Council, the FNP aims to reduce the impact of deprivation and to improve the longer term outcomes for children born to vulnerable first time mothers. This is achieved through structured home visiting by a designated Family Nurse from early ante-natal until the child is 2 years of age. The FNP has established links with the Early Years Service through the network of Children's Centres and the family nurses work closely with children's centre staff, ensuring that support to families is well coordinated.



6. Both Targeted Support and the Family Nurse Partnership work with some of Nottinghamshire's most vulnerable children and young people, many of whom exhibit a range of broader safeguarding issues and concerns but who do not meet the level 4 Threshold required in the Pathway to Provision for statutory Child Protection assessment and intervention from Children's Social Care.
7. This report seeks approval for the establishment of five Community Social Worker posts across the Targeted Support Service and the Family Nurse Partnership. Three posts will reside within Targeted Support with one post based within each of the three Targeted Support Locality Teams. Two Community Social Worker Posts will have a County-wide remit and will be based in two of the Family Nurse Partnership hubs.
8. The Community Social Worker posts will strengthen the early help offer currently available through Targeted Support and the Family Nurse Partnership to some of the most complex cases referred into these services. They will do this by making social work/child protection skills, knowledge and experience available within the teams to support

the successful early intervention and prevention work with children, young people and families who might otherwise eventually require statutory intervention at level 4 of the Pathway to Provision.

9. As such, the Community Social Worker posts embedded within Targeted Support and the Family Nurse Partnership will contribute to the County's Early Intervention and Prevention Strategy.
10. The Community Social Workers will be front line senior practitioners whose purpose will be two-fold. Firstly, similar to other Case Managers/Family Nurses within the respective services, they will be case holding. As such they will be the lead professional for those cases deemed to be the most complex within their teams, particularly where safeguarding concerns are identified but do not meet the threshold for Children's Social Care/Child Protection intervention. Secondly, as senior practitioners, they will provide case supervision, advice and guidance to colleagues within their teams on complex cases where there are identified safeguarding concerns. This initiative is in line with the Advice Note issued in May 2013 by the College of Social Work on 'Roles and Tasks Requiring Social Workers'.

Youth Offending Service Officer Post

11. The Youth Justice Service (YJS) works with children and young people aged between 10 and 18 years with the aim of preventing offending and re-offending. The Service includes representatives from local councils, the police, probation service and health authorities and a range of other agencies. Youth Justice gives every young person who has offended and been through the Court system one to one support. The Service looks at ways to help the young person change their behaviour, and guide them towards new life opportunities like education and training, or learning new personal skills. All work is undertaken with the aim of reducing any further offending.
12. The Youth Offending Service Officer (YOSO) posts reside within the Youth Justice Service's Operational Support Team working with young people who are subject to a statutory Court Order with an Intensive Supervision and Surveillance (ISS) requirement. This requirement means that a young person must have a minimum of 25 hours of contact a week.
13. Prior to April 2013 the YJS commissioned an outside provider, Catch 22, to deliver six hours of group work programmes in each of the three Youth Offending Team localities. As part of efficiency savings this provision was decommissioned at the end of March 2013 and an additional post of a Basic Skills Tutor was recruited to work alongside the ISS YOSOs to deliver the ISS programme to young people in Nottinghamshire. The ISS programme is now being delivered through more tailor made intervention packages, which include more one to one support sessions with young people to address their offending behaviour and support them with education, training and employment and other areas of identified need. Some group work provision is also offered internally and delivered by the ISS YOSOs.
14. There are currently four YOSO posts working within the Operational Support Team, three of which are full time posts and one of which is 0.75fte. To enable the ISS provision to be delivered effectively and to provide adequate cover arrangements for staff absences it is

proposed that the hours of the part-time YOSO post are increased from 0.75fte to full time on a permanent basis.

Other Options Considered

15. No other options have been considered in relation to the Community Social Worker Posts as the efficacy of sound social work skills and experience in dealing with complex safeguarding issues is well established and as such provides the best option for strengthening the early intervention and prevention activity of these two services in working with complex cases where safeguarding concerns are identified but the threshold for Children's Social Care/Child Protection assessment and intervention has not been met.

Reason/s for Recommendation/s

16. The establishment of the Community Social Worker posts within Targeted Support and the Family Nurse Partnership will strengthen the Early Help activity of these two services.
17. The increase in the hours in the YOSO post will ensure sufficient staff levels are in place to allow the ISS provision to function effectively.

Statutory and Policy Implications

18. This report has been compiled after consideration of implications in respect of finance, the public sector equality duty, 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

19. The Community Social Worker Posts are senior frontline practitioner posts and as such they will strengthen the management arrangements for more complex cases referred into the Targeted Support Service and the Family Nurse Partnership, improving the service offered to vulnerable children, young people and their families and ensuring safeguarding in the most complex cases open to these two services.
20. The increase in the YOSO post will allow the smooth and effective operation of the ISS provision to enable young people subject to a Court Order with an ISS requirement to meet their 25 hour weekly contact obligations.

Financial Implications

21. The annual cost of the five Community Social Worker posts will be £200,000 based on the top of salary scale Band B at £32,000 plus 25% on costs (£40,000 per post). This will be funded from partnership reserves contributed to by the statutory partners in Youth Justice (namely the Police and Probation Service) and from within the Early Years budget as temporary posts for two years. Total costs are therefore estimated at £400,000 over two years.

22. The YOSO Post is a grade 5 post and the annual additional cost to convert this into a full-time position is £7,456. This additional cost is offset by the savings achieved through the restructuring of the way in which the ISS programme is delivered.

Equalities Implications

23. Due regard has been given to the Public Sector Equality Duty.

Safeguarding of Children Implications

24. Both Targeted Support and the Family Nurse Partnership work with vulnerable children and young people. In some instances the cases are complex with some safeguarding concerns which do not meet the thresholds for statutory Social Care assessment and intervention. Both services are early intervention and prevention services working with children, young people and families to avoid them requiring statutory Child Protection assessment and intervention. The introduction of these posts within both services will strengthen their capacity to achieve this and help to ensure vulnerable children and young people are safeguarded.

Human Resources Implications

25. The posts require the same person specification (qualifications, skill set and experience) as a generic Social Work post but are non-statutory in their function. The posts will operate within a consent based non statutory service working with families on a voluntary basis. Day to day management will be provided from within the respective services with professional supervision being provided by Children's Social Care.

RECOMMENDATION/S

That:

- 1) the establishment of five Community Social Worker posts across the Targeted Support Service and the Early Years & Early Intervention Service, and linked to the Family Nurse Partnership, be approved.
- 2) an increase in the Youth Offending Service Officer post in the Youth Justice Service from 0.75fte to full-time be approved.

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Constitutional Comments (LM 13/06/13)

26. The Children and Young People's Committee has delegated authority within the Constitution to approve the recommendations in the report.

Financial Comments (KLA 10/06/13)

27. The financial implications of this report are set out in paragraphs 21 & 22 above.

Background Papers and Published Documents

Early Intervention and Prevention Strategy – report to County Council on 30 June 2011.

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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