

27 April 2015**Agenda Item: 7****REPORT OF THE SERVICE DIRECTOR, MID AND NORTH
NOTTINGHAMSHIRE****ESTABLISHMENT OF A TEMPORARY SOCIAL WORK POST FOR THE NEW
CROSS SUPPORT TEAM – ASHFIELD DISTRICT COUNCIL****Purpose of the Report**

1. To inform Committee about the New Cross project and request approval to establish a one year 1 fte Social Worker post, funded by Ashfield District Council, to join the New Cross Support Team.

Information and Advice

2. The Nottinghamshire Prevent Strategy is endorsed by the Safer Nottinghamshire Board. The Strategy seeks to identify new ways of working across partners that can provide effective interventions with individual and families, particularly in areas of high demand where multiple referrals can be made between agencies. It seeks to explore whether services could be better designed and more cost effective if there is an improved understanding of the needs of residents. As part of the Nottinghamshire Prevent Strategy, Ashfield District Council has been successful in gaining funds from the Department for Communities and Local Government (DCLG) Transformation Fund to support the New Cross Support Team.
3. The New Cross area, in Sutton East, has been identified as one of three pilots within Nottinghamshire where there is high demand on a number of services and poor outcomes for the residents. The aim of the team is to trial new and innovative approaches with individuals and families that are identified as using a high level of services across several partners. The team aims to provide a co-ordinated approach to addressing a range of concerns faced by people and seeking to resolve those issues. The Support Team has been running since September 2014 and partners in the team include Police, Fire Service, Job Centre Plus, Catch 22 Community Project and primary health care. There are good links with the Children, Families and Cultural Services department.
4. A request has been made to include an Adults Social Worker within the team. Many of the residents are socially isolated, self-neglecting and suffer with difficulties relating to mental health, learning difficulties and substance misuse. The team works across the age range of residents but the majority of residents are aged between 30 to 50 years.
5. This work fits with the Prevention and Early Intervention agenda of The Care Act and Nottinghamshire's Adult Social Care Strategy. It offers an exciting opportunity for County

and District Council workers to come together in one team and trial new approaches. Additional administrative support is available in order to gather data and evidence to evaluate whether this approach is cost effective for the Council in reducing demand on the Younger Adults Teams and delivering better outcomes for the residents involved.

6. The worker will remain an employee of the County Council and receive professional social work supervision and budget approval from the Team Manager of Mansfield/Ashfield Community Mental Health Team. They will be managed on a day-to-day basis and have work allocated to them by the New Cross Support Team Manager. At the end of the project there is no commitment to continue to fund the additional capacity of this post. Learning from the project will be considered in the light of any future changes in the focus of Younger Adults Community Teams in ASCHPP.

Other Options Considered

7. Establishing a Community Care Officer post was considered instead of a Social Work post, as this could be more cost effective for the team. However, in order to maximise the learning of the project, the preferred option was to create a qualified post so that the worker can reduce the need to refer on, bring safeguarding expertise to the team and share learning on relevant legislation.

Reason/s for Recommendation/s

8. This is an opportunity to try out new ways of working in a team supported by the District Council. The learning from the project will inform whether the approach reduces demand, delivers better outcomes and leads to more innovative, multi-agency solutions.

Statutory and Policy Implications

9. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Crime and Disorder Implications

10. Crime and anti-social behaviour represent high demand areas in Sutton East. An approach which encourages prevention and reduces demand in these areas would make a significant contribution to this agenda.

Financial Implications

11. The post of 1 fte temporary Social Worker post, at Hay Band (Grade B), scp 34-39, (£28,922-£33,128) with approved car user status, to 31 March 2016, will be funded wholly by the DCLG Grant awarded to Ashfield District Council for the New Cross Support Team.

Human Resources Implications

12. The post would be temporary fixed term until 31 March 2016. Current terms and conditions for a post of this type would be in place.

Implications for Service Users

13. This is an opportunity to work closely with relevant partners to provide an improved service for this marginalised group.

Ways of Working Implications

14. Ashfield District Council will provide the office base. The County Council will be required to provide a mobile device to allow the worker to work flexibly.

RECOMMENDATION/S

That the Committee:

- 1) notes the information on the New Cross project
- 2) approves the establishment of a 1 fte temporary Social Worker post, funded by Ashfield District Council, to join the New Cross Support Team.

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Constitutional Comments (SMG 10/04/15)

15. The Committee has the responsibility for approval of relevant staffing structures. The proposals in this report fall within the remit of this Committee.
16. The Employment Procedure Rules provide that the report to Committee include the required advice and HR comments and that the recognised trade unions be consulted on all proposed changes to staffing structures (and any views given should be fully considered prior to a decision being made).

Financial Comments (KAS 10/04/15)

17. The financial implications are contained within paragraph 11 of the report.

Background Papers and Published Documents

None.

Electoral Division(s) and Member(s) Affected

All.