

8 July 2013**Agenda Item: 11****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE****REALIGNMENT OF YOUTH WORK TEAMS IN THE YOUNG PEOPLE'S
SERVICE****Purpose of the Report**

1. This report seeks approval for the realignment of the following teams within the Young People's Service (YPS): Disability Support (DST), Ashfield Locality, Newark & Sherwood Locality and Bassetlaw Locality Youth Work Teams, to enable a comprehensive and consistent approach to youth work delivery, as set out in the Nottinghamshire Youth Work Delivery Standards. These changes can be implemented within the existing budget allocation and will enhance the service offer to the young people of Nottinghamshire.
2. This report also seeks approval for the disestablishment of the Schools Team of Transitional Youth Support Workers from 31 March 2014, as a consequence of the implementation of a changed delivery and funding model for the Nottinghamshire Learning Centre, through which the staff are employed and funded.

Information and Advice**Disability Support Team and Locality Teams**

3. The Service's delivery standards set 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 both the impact of youth work and the contribution the Service makes to securing positive outcomes for young people. The targets set for 2013/14 include:
 - delivery of over 260,000 attendances by young people
 - engagement of at least 26,000 individual young people in positive activities
5. The Disability Support Team has a focus on delivering access to high quality, safe and enjoyable personal and social development activities for disabled children and young people, through the provision of Link youth clubs and holiday programmes.
6. The Service's Locality Youth Work Teams focus on the delivery of programmes of personal and social education through enjoyable positive activities provided through Young People's Centres, Mobile Youth Facilities and voluntary sector led Youth Clubs.

7. Current statutory guidance for local authorities on services and activities to improve young people's well-being places a duty on local authorities to secure educational and recreational leisure time activities for young people. The service regularly reviews its management and leadership structures to ensure delivery standards and targets can be met and the service across the County is equitable. This report reflects the outcomes of the Service's latest review of these arrangements; if implemented, the realigned teams will help ensure that attendance numbers and high quality youth work provision for young people is sustained.

Schools Team

8. The Social, Emotional and Behavioural Difficulties Review and Strategy paper to re-organise The Nottinghamshire Learning Centre was approved by Children and Young People's Committee on 5 November 2012. This resulted in the creation of three separate Pupil Referral Units with separate governance arrangements and budget disaggregation through local schools, which is currently being implemented. The Young People's Service currently provides 10 fte Transitional Youth Support Worker posts, four of which are currently vacant, to The Learning Centre to support young people in their transition back to mainstream education. As a consequence of the implementation of the new arrangements for The Learning Centre from 2014, the budget will no longer exist within the Behaviour Service to continue to fund these posts.

Revised Team Structures

9. The current and proposed structures are attached as **Appendices 1 to 6**. The posts created and disestablished are:
 - create two Professional Range Level 1 Youth Work Posts, 1 fte within the Disability Support Team and 1 fte within the Ashfield Locality Youth Work Team
 - create Youth Support Worker-in-Charge Level 1, and Youth Support Worker Level 1 & 2 sessions in the Disability Support Team, Ashfield Locality, Newark & Sherwood and Bassetlaw Locality Youth Work Teams
 - disestablish Youth Support Worker-in-Charge Level 1 & 2 and Youth Support Level 1 & 2 sessions in the Disability Support Team, Ashfield Locality, Newark & Sherwood Locality and Bassetlaw Locality Youth Work Teams
 - disestablish all posts (10 fte Transitional Youth Support Worker L2) in the Schools Team from 31 March 2014.

Other Options Considered

10. The continued operation of the DST, Ashfield, Newark & Sherwood and Bassetlaw Locality Youth Work Teams, using the existing staffing establishment would be feasible. However this would not provide the best or the most equitable model for youth work delivery or be in the best interests of the young people accessing provision.
11. There are no other options for the disestablishment of the Schools Team, given that the funding base for the Team is to be disaggregated to schools.

Reason/s for Recommendation/s

12. To support the delivery of high quality services to young people within existing budget allocations.

Statutory and Policy Implications

13. 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

14. The proposed changes do not alter the availability of locality 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.
15. In addition, these changes will improve management and leadership structures across the Service to ensure that delivery standards and targets can be met and that the Service's funding resource is equitably distributed.

Financial Implications

16. All the realignment activity set out in this report can be implemented within the Service's existing budget allocation.

Equalities Implications

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

Human Resources Implications

18. The current staff within the Service affected by these changes have been consulted with. At the time of writing, it is anticipated that there will be no compulsory redundancies as a result of the disestablishment of posts as described in the report (it is envisaged that at risk staff will be enabled into vacancies in the Service's staff structures).
19. This proposal has been subject to the normal consultation procedures with the appropriate Trade Unions.
20. No additional administrative support will be required.

RECOMMENDATION/S

- 1) That the realignment of teams in the Young People's Service, as detailed in paragraph 9, to enable a comprehensive and consistent approach to youth work delivery, be approved.

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Constitutional Comments (KK 18/06/13)

21. The proposal in this report is within the remit of the Children and Young People's Committee.

Financial Comments (KLA xx/06/13)

- 22.

Background Papers and Published Documents

Young People's Service delivery standards

Review of arrangements for children and young people with Social, Emotional and Behavioural Difficulties (SEBD) in Nottinghamshire – report to Children & Young People's Committee on 5 November 2012

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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