

19 March 2018**Agenda Item: 16****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL
WORK****ESTABLISHMENT OF AN EPEC HUB COORDINATOR POST WITHIN EARLY
HELP SERVICES****Purpose of the Report**

1. This report seeks approval for the establishment of a 0.6 full-time equivalent (fte) EPEC Hub Coordinator (Grade 5) post within Early Help Services from 1st April 2018.

Information

2. The Empowering Parents, Empowering Communities (EPEC) developed by the Centre for Parent and Child Support, South London and Maudsley NHS and the CAMHS (Child and Adolescent Mental Health Services) Research Unit, King's College, London, is an internationally recognised evidence-based peer-led parenting programme.
3. EPEC provides a system for training and supervising parent-led parenting groups that help parents to learn practical parenting skills for everyday family life and develop their abilities to bring up confident, happy and co-operative children. Free crèches are provided alongside each group and parents attending the course can choose to gain accreditation for their work through the Open College Network. The EPEC Team has received funding from NESTA and the Department of Digital, Culture, Media and Sport, to support the setting up and running of 16 new EPEC hubs in England.
4. In January 2018 Nottinghamshire's Family and Parenting Multi-Agency Planning Group submitted an application to become a partner in the EPEC Scaling Programme and the bid was accepted. Nottinghamshire's Family and Parenting Multi-Agency Planning Group includes representation from Public Health, Children's Centres, Social Care, Family Service, Support to Schools and CAMHS.
5. The EPEC project will last 18 months and will enable the Council to develop evidence based peer led parenting programmes in Nottinghamshire and will build on work already happening within Early Help Services. As part of the programme the Council is required to establish an EPEC Hub and employ a 0.6 fte Hub Coordinator whose role will be to work with partners to recruit parents to the programme, establish a model of accreditation and run a number of parenting programmes.
6. During the 18 months of the programme the focus will be on delivering the EPEC Scaling Programme to parents with children aged under 5 years. For this reason it is intended to

locate the Hub and the Hub Coordinator within Children's Centres through a secondment arrangement from the Family Service.

7. At the end of the 18 months the ambition is to take the learning and develop the EPEC model for families with children aged 5-12 years and for families with teenagers. This will enable the Council to build its capacity to deliver evidence based parenting programmes to families in Nottinghamshire.

Other Options Considered

8. No other options have been considered.

Reason/s for Recommendation/s

9. The EPEC Scaling Programme will enable Nottinghamshire to build evidence based peer-led parenting programmes for parents with children aged 0-18 years. This will build capacity in the system. The Hub Coordinator will drive the programme in Nottinghamshire, working closely with partners. The Coordinator will help to embed the learning within Early Help Services so that the programme can be widened to all families in need of early help and parenting support with children aged 0-18 years.

Statutory and Policy Implications

10. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Data Protection and Information Governance

11. As part of their induction, staff within Early Help undertake numerous induction activities around including e-learning in relation to data protection and information governance.

Financial Implications

12. The EPEC Hub Coordinator post will be a Grade 5 post and over the lifetime of the programme will cost about £28,000 including salary related on-costs. The salary costs in 2018-19 are £18,955 and for 2019-20 will be £9,477.
13. There will be some running costs for the programme including administration, provision of crèche facilities and accreditation for parents who join the programme to become peer parenting trainers. Over the 18 month life of the EPEC Scaling Programme this will amount to about £25,000. The split for running costs would be £16,667 in 2018-19 and £8,333 in 2019-20. Both the Hub Coordinator post and running costs will be met from the Family Service budget.

Human Resources Implications

14. The posts will be recruited to in accordance with the agreed Vacancy Control Process. The role has been evaluated through the Job Evaluation scheme as an indicative Grade 5.

Smarter Working Implications

15. The EPEC Hub Coordinator will be seconded to Children's Centres and will have access to mobile devices to enable them to work flexibly across the County.

Safeguarding of Children and Adults at Risk Implications

16. All employees within Early Help services are subject to Enhanced Disclosure and Barring Service checks. In addition, all staff as part of their induction complete safeguarding training both as part of their induction as well as for their continuous professional development.

Implications for Service Users

17. EPEC is an evidence based peer-led parenting programme. It will provide parents who have graduated from parenting programmes or interventions to become facilitators of parenting programmes, build their confidence and gain accreditation.

RECOMMENDATION/S

- 1) That a 0.6 fte EPEC Hub Coordinator (Grade 5) post be established within Early Help Services from 1st April 2018.

Steve Edwards

Service Director, Youth, Families and Social Work

For any enquiries about this report please contact:

Denis A McCarthy

Service Manager (Family Service West)

T: 01159939348

E: denis.mccarthy@nottsc.gov.uk

Constitutional Comments (KK 22/02/18)

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

Financial Comments (SAS 01/03/18)

19. The financial implications of the report are contained within paragraphs 12 and 13.

HR Comments (EM 16/02/18)

20. The staffing implications are contained within the body of the report. The role has been evaluated through the Job Evaluation scheme as an indicative Grade 5 role, and will be recruited to following the vacancy control process.

Background Papers and Published Documents

None.

Electoral Division(s) and Member(s) Affected

All.

C1098