

**15<sup>th</sup> June 2020**

**Agenda Item: 7**

## **REPORT OF THE SERVICE DIRECTOR, COMMISSIONING AND RESOURCES**

### **ESTABLISHMENT OF A MANAGING ALLEGATIONS SERVICE WITHIN CHILDREN AND FAMILIES SERVICES**

#### **Purpose of the Report**

1. To seek Committee approval for the establishment of a Managing Allegations Service from October 2020 which will provide a centralised response to all allegations against those who work, or who have worked, with children – both contemporaneous and historical/non-recent.

#### **Information**

2. The Independent Inquiry into Child Sexual Abuse (IICSA) is a wide ranging independent statutory public inquiry investigating how public bodies and other non-state institutions have taken seriously their responsibility to protect children from sexual abuse. The Nottinghamshire Councils were the subject of one of these investigations with public hearings taking place in October 2018 and the subsequent IICSA report being published at the end of July 2019. The investigation focussed on children who had been sexually abused whilst in the care of the Councils covering a significant span of time from the 1940s to recent times, particularly highlighted by the significant number of individuals who had, as adults, made allegations of childhood abuse resulting in a discrete Nottinghamshire police investigation. At the same time Nottinghamshire Councils received a corresponding increase in the number of civil claims received from individuals giving accounts of childhood abuse whilst in care.
3. The County Council has been fully committed to responding to these allegations and established a discrete Historical Abuse Team which provided temporary additional capacity to ensure an ongoing comprehensive response, including support to victims and survivors.
4. As previously reported to the Policy Committee in September 2019 and the Children and Young People's Committee in December 2019, the Council's initial action plan in response to the findings of the IICSA report included a commitment to secure ongoing funding for this dedicated resource within the framework of a new service model to permanently embed the response within the Council's safeguarding arrangements.

5. Funding for this purpose has been secured as part of the 2020-2021 budget construction and this report to Committee sets out the proposal for a new model which will align the response to non-recent abuse with revised arrangements for responding to contemporaneous allegations against those who work with children.

## Service Model

6. Learning from the experience of having a discrete team to respond to non-recent abuse, the proposed new Managing Allegations Service would maintain and build on that recognised good practice by offering a single point of governance for both the non-recent and contemporaneous allegations process. This framework would promote the building of professional expertise of both allegations processes within the staff team and ensure consistency and timeliness of response to both those making allegations and those against whom allegations have been made.
7. The service would encompass all operational aspects relating to investigations. The service would also provide a central point for contact with the Nottinghamshire police operation dealing with non-recent abuse and a safeguarding response to allegations of abuse made within civil claims.
8. The establishment of the new service will be achieved by combining existing resources currently in place to deal with contemporaneous allegations with new posts established using the funding agreed by Full Council in February 2020.
9. Attached at **Appendix 1** is a diagram showing the proposed structure highlighting those posts that are already permanently established, and which will move into the new service, alongside those additional posts which need to be established. These new posts are shown in the table below.

## Costs

10. Subject to Committee approval and notwithstanding any further impact of Covid 19, it is anticipated that the Council will be in a position to implement the new service from October 2020. Costs for the last six months of 2020/21 will be:

| <b>October 2020-March 2021</b>                | <b>FTE</b> | <b>Cost<br/>£</b> |
|---|------------|-------------------|
| Temporary Service Manager (six months Band E) | 0.5        | 15,575            |
| Team Manager (Band D)                         | 1          | 27,981            |
| Child Protection Coordinator (Band D)         | 0.5        | 13,990            |
| Social Workers (Band B)                       | 2.5        | 57,310            |
| Business Support Service Organiser (Grade 4)  | 0.5        | 7,054             |
| Business Support Minutes Taker (Grade 3)      | 0.5        | 6,103             |
| <b>Total</b>                                  | <b>5.5</b> | <b>128,013</b>    |

11. In addition, expenses for the service as a whole of £12,000 are estimated given a total cost of £140,000. For the six month period leading up to this implementation, the current arrangements for responding to non-recent abuse will continue at a cost of £86,077. Therefore the total cost for the year 2020/21 is projected to be £226,090 to be funded from

the permanent budget agreed by Full Council in February 2020. This will be within the total financial envelope agreed of £248,000.

12. The temporary service manager post included in year 2020/21 costs is to provide additional manager capacity to facilitate successful implementation of the new service. This will not be required in year 2 and the costs for this post have been removed from full year costs for 2021/2022. Costs for that year (subject to any increase for inflation) are anticipated as follows:

| <b>Post</b>                                  | <b>FTE</b> | <b>Cost<br/>£</b> |
|--|------------|-------------------|
| Team Manager (Band D)                        | 1          | 55,962            |
| Child Protection Coordinator (Band D)        | 0.5        | 27,981            |
| Social Workers (Band B)                      | 2.5        | 114,620           |
| Business Support Service Organiser (Grade 4) | 0.5        | 14,108            |
| Business Support Minutes Taker (Grade 3)     | 0.5        | 12,205            |
| <b>Total</b>                                 | <b>5</b>   | <b>224,876</b>    |

13. With expenses estimated at £12,000 this brings the projected full year costs to £237,000.

### **Implementation**

14. As outlined, until the new service is established, current operating procedures will be maintained. It is acknowledged that the current Covid 19 crisis may further impact on the progression of implementation. However, plans will be expedited as soon as possible within current working context.
15. The new service will be sited within the Commissioning and Resources division of Children and Families Services under the management of the Group Manager, Safeguarding, Assurance and Improvement.
16. The base for the new service is currently being explored to identify the best option to maximise service efficiencies.

### **Other Options Considered**

17. Maintaining the current position of having separate and diverse management arrangements to respond to allegations against those who work, or who have worked, with children has been considered. This would not deliver against the desired outcomes of consistency, expertise, effectiveness and quality.

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

18. To enable the establishment and implementation of the new Managing Allegations Service.

### **Statutory and Policy Implications**

19. 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.

### **Financial Implications**

20. Costs for the new service model will be contained within the £248,000 agreed by Full Council on 27<sup>th</sup> February 2020.

### **Human Resources Implications**

21. The increased capacity will allow the development of a dedicated response to allegations of both contemporaneous and non-recent abuse. All appointments will be made in line with the Council's recruitment procedures.

### **Safeguarding of Children and Adults at Risk Implications**

22. The new service model will enhance the safeguarding and protection of children.

### **Implications for Service Users**

23. The new service model will ensure consistency and timeliness of response to allegations against those who work, or who have worked, with children – providing an effective service for both the complainant and individuals against whom allegations have been made.

## **RECOMMENDATION/S**

- 1) That Committee approves the establishment of a Managing Allegations Service from October 2020 with the following posts:
  - 0.5 fte Temporary Service Manager (Band E) for six months
  - 1 fte Team Manager (Band D)
  - 0.5 fte Child Protection Coordinator (Band D)
  - 2.5 fte Social Workers (Band B)
  - 0.5 fte Business Support Service Organiser (Grade 4)
  - 0.5 fte Business Support Minutes Taker (Grade 3).

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**Service Director, Commissioning and Resources**

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### **Constitutional Comments (GR 03/06/20)**

24. Pursuant to the Nottinghamshire County Council Constitution the Children and Young People's Committee has the delegated authority to receive this report and make the recommendations contained within it, subject to appropriate consultation under the Employment Procedure Rules.

### **Financial Comments (SAS 03/06/20)**

25. The total cost of the current Historic Abuse Service and the posts for the new service model in 2020-21 is £226,090. The cost of the new service model in 2021-22 is £237,000. This will be met from the Managing Historic Allegations Service budget of £248,000.

### **HR Comments (BC 26/05/20)**

26. The staffing implications are contained within the body of the report. Posts will be recruited to in accordance with the employment procedures.

### **Background Papers and Published Documents**

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.

[Independent Inquiry into Child Sexual Abuse - Initial Inquiry: report to Policy Committee on 18th September 2019](#)

[Independent Inquiry into Child Sexual Abuse – Action Plan: report to Children & Young People's Committee on 16th December 2019](#)

[Annual Budget 2020/21 – report to Full Council on 27th February 2020](#)

### **Electoral Division(s) and Member(s) Affected**

All.

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