

13th September 2021

Agenda Item: 13

REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL WORK

CHANGES TO THE YOUNG PEOPLE'S SERVICE STRUCTURE

Purpose of the Report

1. To seek approval for changes to the Youth Service and Notts Outdoors staffing structure to better meet current and future demand.

Information

2. The work of the Young People's Service includes the Youth Service which provides access to high quality, safe and enjoyable activities for children and young people outside of the school day, and Notts Outdoors, the Council's outdoor education service which provides learning and development outside of the classroom.
3. The Young People's Service has a long and successful history of delivering universal and bespoke programmes of youth work intervention, an offer which contributes to the Council's commitment to preventative and early help services for children and young people. Recent developments in collaboration with partners has seen an increased appetite for commissioned work, which enhances and complements the Council's existing Youth Work offer. Whilst this is an example of good partnership working at a grassroots level and an endorsement of the high-quality youth work provision offered by the Council, at times, the opportunity for such work and corresponding funding only becomes available at short notice. Therefore, the growing demand from local communities, District and Borough Councils and partner organisations for support to deliver an increased youth work offer requires a dynamic response as and when identified, and when appropriate funding has been secured.
4. At present the Young People's Service is only able to temporarily establish posts for a 12 week period, until formal Committee approval has been sought. Current examples of additional youth work sessions established temporarily for 12 weeks pending formal Committee approval includes:
 - a) continuation of an additional evening youth work session per week at Carlton in Lindrick Young People's Centre for a 6 month period, funding for this project has been secured by Carlton in Lindrick Parish Council. It is proposed that the following posts are established term time only starting September to 31st March 2022:

- 1 Worker in Charge - 4 hours per week
- 2 Youth Support Workers - 2.5 hours per week

The costs for these posts and any operation costs can be contained within the £4,601 funding.

- b) establishment of a new youth work session in Beckingham, with an aim of delivering universal open access youth work, funding for this project has been secured by Beckingham Youth Club, a voluntary sector organisation. This session will be targeted at school Years 7 to 11 on a Friday night 6pm to 8.15pm. It is proposed that the following posts are established starting September 2021 to 31st March 2022:

- 1 Worker in Charge - 5 hours per week
- 1 Youth Support Worker - 2.5 hours per week.

The costs for these posts and any operation costs can be contained within the £4,283 funding.

- c) establishment of a new Targeted Youth Work team for 6 months aimed at addressing issues highlighted by Ashfield District Council and their Community Safety Team, funding for this project has been secured by Ashfield District Council. The programme will target 10 to 14 year olds who are involved in low level anti-social behaviour and/or are classed as vulnerable. It is proposed that the following posts are established starting October 2021 to 31st March 2022:

- 1 FTE Youth Worker
- 4 Youth Support Workers - 3 hours per week

The costs for these posts and any operation costs can be contained within the £38,500 funding.

- d) establishment of a new Targeted Youth Work team for 6 months aimed at addressing issues highlighted by Mansfield District Council and their Community Safety Team, funding for this project has been secured by Mansfield District Council. The programme will target 10 to 14 year olds who are involved in low level anti-social behaviour and/or are classed as vulnerable. It is proposed that the following posts are established starting October 2021 to 31st March 2022:

- 1 Youth Worker - 28 hours per week
- 3 Youth Support Workers - 3 hours per week

The costs for these posts and any operation costs will be contained within the £24,750 funding.

- e) establishment of posts at the Mill Adventure Base which will provide targeted outdoor learning to support resilience and self-confidence on various vocational courses at West Notts College from September 2021 to August 2022, funding for this project has been secured by West Notts College. It is proposed that the following posts are established on a 12 month fixed term contract to deliver outdoor learning provision:

- 4 FTE Grade 4 Instructors

The costs of these posts is £111,444 and any other operation costs can be contained within the £90,000 funding and existing budgets set aside for associate tutors within the Outdoor Education Service.

5. The total value of these contracts is approximately £162,134.

Proposals

6. Making slight changes to the Young People's Service staffing establishment will enable some flexibility to respond to local needs and urgent requests to commission additional youth work support. It is proposed that the following posts be established on a provisional basis subject to securing short-notice, ad hoc funding. Until that time, they will remain vacant and only when funding is secured will they be recruited to on a fixed term basis:

Youth Service: to set up a Youth Work Externally Funded Projects staffing establishment under the Youth Work Senior Practitioner for Commissioned Projects with provisional posts established for all Youth Work Grades, for instance Senior Practitioner, Youth Worker, Worker in Charge and Youth Workers. In response to future demands Youth Work externally funded fixed term posts can be utilised as and when required, and only once funding has been secured.

Notts Outdoors: to set up a Notts Outdoors Externally Funded Projects staffing establishment under the Team Manager for the service, for Notts Outdoor posts, for instance Senior Tutors, Tutors and Instructors. In response to future demands Notts Outdoors externally funded fixed term posts can be utilised as and when required, and only once funding has been secured.

7. The current staffing structure is attached as **Appendix 1** and the proposed structure from October 2021 is attached as **Appendix 2**.
8. This approach will enable greater flexibility and a dynamic response, which is lacking in the current arrangements. If approved, all future developments of enhanced local youth work projects and will be reported to Committee on an ongoing basis. All permanent posts and longer term fixed term posts will continue to require Committee approval before they are established.

Other Options Considered

9. To retain the existing structure: this is not felt to be an appropriate option considering the challenges faced with recruiting on a 12 week temporary basis.

Reason/s for Recommendation/s

10. The proposed new structure will ensure that the Young People's Service continues to remain responsive to local needs, with appropriately qualified and skilled staff. This will provide a responsive youth work model which will allow the service to fill posts on a fixed term basis once funding has been secured.

Statutory and Policy Implications

11. 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

12. It is anticipated that there will be no additional costs incurred by the Council for existing projects (as set out in **paragraph 4**), as costs will be met from approximately £162,134 of external funding and existing budgets in Outdoor Education which will cover both administration and operating costs.
13. There should be no additional costs incurred by the Council for the revised staffing structure for the Young People's Service, attached as **Appendix 2**. This is a responsive youth work model where posts will not be filled unless funding has been secured.

Human Resources Implications

14. Recruitment and selection will be in line with Nottinghamshire County Council's employment procedures.

RECOMMENDATION/S

That:

- 1) the establishment of the posts detailed in **paragraph 4** of the report be approved.
- 2) the revised staffing structure for the Young People's Service, attached as **Appendix 2**, be approved in order to provide a responsive youth work model which will enable the service to fill posts on a fixed term basis once funding has been secured.

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Constitutional Comments (CEH 20/08/21)

15. The report and recommendations falls within the remit of the Children and Young People's Committee under its terms of reference.

Financial Comments (LCD 02/09/21)

16. It is anticipated that there will be no additional costs incurred by the Council for existing projects (as set out in **paragraph 4**), as costs will be met from approximately £162,134 of external funding and existing budgets in Outdoor Education which will cover both administration and operating costs.
17. There should be no additional costs incurred by the Council for the revised staffing structure for the Young People's Service, attached as **Appendix 2**. This is a responsive youth work model where posts will not be filled unless funding has been secured.
18. The budget for Young People's services is £3.383m.

HR Comments (BC 20/08/21)

19. The staffing implications are contained within the body of the report. The provisional fixed term posts detailed in the report will be recruited to in line with the Council's recruitment procedures once funding has been secured.

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.

None.

Electoral Division(s) and Member(s) Affected

All.

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