



17th January 2022

Agenda Item: 11

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

NEURODEVELOPMENTAL BEHAVIOURAL SUPPORT SERVICE

Purpose of the Report

1. The report seeks approval for the Local Authority to enter into a formal arrangement with the Nottingham and Nottinghamshire Clinical Commissioning Group in order to plan for the Council to take on the delivery of the early neurodevelopmental behaviour support service for children aged 0-18 in Nottinghamshire (excluding Bassetlaw which currently has separate arrangements).
2. The report also seeks approval to establish 1 FTE Children's Service Manager (Band E) in the Family Service for seven months to oversee the development and implementation of the new service offer.

Information

Background

3. In Nottinghamshire, when a child presents with behaviour that could indicate a neurodevelopmental behaviour condition such as Attention Deficit Hyperactivity Disorder (ADHD) or Autism Spectrum Disorder (ASD), the 'Concerning Behaviours Pathway' is followed.
4. Concerning behaviour can arise for many different reasons which could be social, emotional or medical – or indeed, a combination of any of these. The pathway was developed because children and young people with behaviours that cause concern are often referred to specialist agencies for a 'medical diagnosis' without their needs being properly explored, or appropriate support being put in place. Evidence suggests that if young peoples' needs are fully explored and the right support for families is put in place, specialist medical assessment and medical diagnosis may not be needed. Some children may benefit from specialist input however, and the pathway enables services to work together to provide the right support for them in the right place at the right time.
5. In 2017, Nottinghamshire County Council and Clinical Commissioning Groups carried out a review of the Multi-Agency Concerning Behaviours Pathway, including an

attempt to map the current early support provision available across health, social care and education. This included engagement with a number of stakeholders from public sector partners as well as with parents and carers of children and young people who have used these services at some point along the pathway. A task and finish group with a focus on the early support part of the pathway was established and the key finding was that there were identified gaps in the early support available for families where there is a child or young person displaying behaviour that challenges or causes concern and where parents or carers are finding it difficult to cope.

6. As a result of the review the Clinical Commissioning Group took the decision to commission a new early support service to strengthen the early stages of the pathway. The commissioned service was to provide early support and evidence-based interventions to families of children and young people displaying behaviour that causes concern or challenges where there is or is not formal diagnosis of ASD or ADHD, but where behaviours may be indicative or characteristics of these conditions. The service was to provide a range of interventions including parent drop-ins, workshops, and evidence-based parenting programmes in addition to information gathering which would input to specialist neurodevelopmental assessments for ASD and/or ADHD.
7. Third Sector organisation Family Action were awarded the contract and expanded the Small Steps programme which they have been delivering as a pilot in Mansfield. Unfortunately the organisation has struggled to scale up their operation to meet the demand across Nottinghamshire, and over time a waiting list has developed which has meant families are now not able to receive support in a timely way and access to specialist services for those who need it is being delayed.
8. The Clinical Commissioning Group has been working intensively with Family Action to understand the situation and to support them to recover, however the provider has not been able to improve and reduce the waiting time within reasonable timescales. As such the Clinical Commissioning Group has begun early discussions with colleagues in the Nottinghamshire County Council Children's Services about entering into a formal arrangement in order to achieve effective and timely service delivery going forwards.

Proposal

9. It is proposed that Children's Services colleagues work with the Clinical Commissioning Group to plan for the Council to take over the service in June 2022 when the current contract with Family Action ends, and to take any actions necessary in the interim to manage and mitigate risks of the current waiting list.
10. Integrating the early support elements of the Concerning Behaviours Pathway with the Council's existing Early Help Offer will see some great benefits. Within Children's Services there exists a wealth of expertise in the area of neurodevelopmental disorders, and some of the support offered by the Small Steps programme already has parallels with the offer of the Children Centre Service and Family Service's Graduated Family and Parenting Offer. Families will be able to access a wider offer of early support, with a broad range of interventions across a spectrum of different parenting needs, for example, in addition to specialist courses for parents of children

whose behaviour indicates ADHD and ASD. Council colleagues will work in partnership with other health bodies as required to ensure a seamless and timely pathway through services.

11. It is proposed that a temporary 1 FTE Children's Service Manager post (Band E) at a cost of £38,973 be established within the Family Service in January for seven months. The postholder will report to the Group Manager for Early Help, and oversee the development of the new service offer, establishing how it will integrate with existing structures. They will manage any recruitment required and oversee the transfer of responsibilities between organisations and any staffing implications. A multi-agency steering group will be established for the duration of the planning, transfer, and implementation to govern the process. The cost of this post including oncosts will be covered by the Clinical Commissioning Group.
12. Due diligence will be completed to ensure full cost recovery for the new service offer. The current contract value is £500,000, and this funding coming into the Local Authority will allow increase in capacity for delivering existing Children's Centre Service and Family Service Graduated Family and Parenting Offer, and recruitment to newly established specialist posts as required to ensure delivery of the outcomes developed by the Clinical Commissioning Group. A full costed staffing report to establish required additional capacity will be brought to the March 2022 meeting of the Children and Young People's Committee. Work will be undertaken before March with the Clinical Commissioning Group to establish if additional short term additional funds are required to ensure a reduction in the current waiting list down to reasonable times.

Other Options Considered

13. Several recovery options have been considered and trialled by the Clinical Commissioning Group, however there has been no improvement in waiting times for the early support service.

Reason/s for Recommendation/s

14. There will be benefits to children and families of the integration of the Council's Early Help Services with the Early Neurodevelopmental Behaviour Support Service.

Statutory and Policy Implications

15. 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

16. The cost of 1 FTE Children's Service Manager (Band E) with on-costs for seven months will be £38,973. This cost will be fully covered by the Clinical Commissioning Group.

Human Resources Implications

17. The post will be recruited to in accordance with the agreed Vacancy Control Process and recruitment and selection policies.

RECOMMENDATION/S

That Committee:

- 1) agrees to the Local Authority entering into a formal arrangement with the Nottingham and Nottinghamshire Clinical Commissioning Group in order to plan for the Council to take on the delivery of an early neurodevelopmental behaviour support service for children aged 0-18 in Nottinghamshire.
- 2) agrees to the establishment of 1 FTE Children's Service Manager (Band E) in the Family Service for seven months.

Laurence Jones
Service Director Commissioning and Resources

For any enquiries about this report please contact:

Rachel Miller
Group Manager Early Help and Youth Justice Service
T: 0115 993 4371
E: Rachel.miller@nottscg.gov.uk

Constitutional Comments (LPW 05/01/22)

18. The recommendations fall within the remit of the Children and Young People's Committee by virtue of its terms of reference.

Financial Comments (LCD 06/01/21)

19. The cost of 1 FTE Children's Service Manager (Band E) with on-costs for seven months will be £38,973. This cost will be fully covered by funding from the Clinical Commissioning Group. The net Family Service budget is £2,469,450.

HR Comments (GME 29/12/21)

20. Recruitment to the temporary Service Manager post will be undertaken in accordance with agreed recruitment and selection procedures, including a review of the job

description and any subsequent evaluation required to ensure it properly reflects the role to be undertaken.

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.

[Concerning Behaviours Multi Agency Pathway Webpage](#)

Electoral Division(s) and Member(s) Affected

All.

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