

**16 November 2015****Agenda Item: 7**

## **REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND CULTURE**

### **CHANGES TO EARLY HELP STAFFING STRUCTURES**

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

1. This report seeks approval for changes to the staffing structure within Early Help Services through the establishment of three full-time equivalent Early Help Case Manager posts.

#### **Information and Advice**

2. The Family Service was established in November 2015 and brings together a range of Early Help and Children's Social Care services to provide a more streamlined and effective service to families and children with established vulnerability. As part of the change of model the amount of support and assistance being offered to professionals in universal settings, such as schools, early years and youth service provision, who are coordinating the services where there is emerging rather than established need is being improved and increased. This support will be provided by Early Help Case Managers seconded from the Family Service into the Early Help Unit.
3. Within the current establishment of the Family Service are three identified Case Managers who will be seconded to the Early Help Unit. An application to the Schools Forum has successfully attracted the funding for a further three full time posts for the next three years. This will double the capacity available to support universal settings.
4. Committee is therefore asked to approve the establishment of three full time equivalent Early Help Case Managers on a fixed term basis until 31 March 2019. These posts will be established in each of the three Early Help Case Management Teams (north, west and south) within the Family Service but will be seconded to the Early Help Unit. This arrangement is in place to ensure professional development of staff. Structure charts are attached as **Appendices** with the location of the additional posts marked in grey.

#### **Other Options Considered**

5. The funding of this role has been specifically funded by the Schools Forum and as such other options have not been considered.

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

6. The recommendations are made to increase and improve support to schools and other universal settings who are working with children and families who have emerging needs but who do not meet the threshold for formal early help or social care services.

## **Statutory and Policy Implications**

7. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working 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**

8. The cost of the three posts based on the top of the scale (Hay Band A) is £112,000 of salary costs and £5,000 of running costs per annum. This funding has been approved by the Schools Forum from the Dedicated Schools Grant (non ISB Reserve). Annual approval to continue this arrangement will be sought from the Secretary of State.

## **RECOMMENDATION/S**

- 1) That the establishment of three Early Help Case Managers on a fixed term basis until 31 March 2019 be approved.

**Derek Higton**  
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## **Constitutional Comments (LM 22/10/15)**

9. The recommendations in the report fall within the Terms of Reference of the Children and Young People's Committee.

## **Financial Comments (SS 29/10/15)**

10. The financial implications of this report are contained within paragraph 8 above.

**Background Papers and Published Documents**

None.

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

All.

C0716