

REPORT OF THE LEADER OF THE COUNCIL

STAFFING RESOURCES FOR THE GODDARD INQUIRY - INDEPENDENT INQUIRY INTO CHILD SEXUAL ABUSE

Purpose of the Report

1. The purpose of this report is to seek approval for staffing resource to manage the Council's response to the Independent Inquiry into Child Sexual Abuse (IICSA), sometimes referred to as the Goddard Inquiry.

Background

2. The Independent Inquiry into Child Sexual Abuse will investigate whether public bodies and other non-state institutions have taken seriously their duty of care to protect children from sexual abuse in England and Wales. The Inquiry will identify: *"institutional failings where they are found to exist; will demand accountability for past institutional failings; will support victims and survivors to share their experience of sexual abuse; and will make practical recommendations to ensure that children are given the care and protection they need"* (source: IICSA.org.uk).
3. The Inquiry has launched thirteen investigations into a broad range of institutions. The investigations will give a voice to victims and survivors of child sexual abuse, enable the Inquiry to understand how institutions have failed to protect children from sexual abuse and make practical recommendations to ensure better institutional protection for children in the future. These investigations constitute the first phase of the Inquiry's work and further investigations will be announced as the Inquiry progresses.
4. The investigation of children in the care of Nottinghamshire Councils (Nottingham City and Nottinghamshire County Council) is focussed on children living in care in residential homes and foster families. The investigation will consider the experience of victims and survivors and examine the scale and nature of the abuse that may have taken place under the care of the relevant authorities. It will critically consider how both Councils responded to allegations that children were being sexually abused and will seek to identify any common themes and failings. The two Councils are also working with Nottinghamshire Police, to ensure an effective and efficient response to the Inquiry because this is in the best interests of those affected and the wider public.

Resources

5. To date, a small internal team of people have been involved in the preparation of responses to the Inquiry team. This has included colleagues from Children's Social Care, Legal Services, Risk and Insurance, HR, Communications and Programmes & Projects. Where possible, this has been managed within existing capacity, but it has become apparent that this is not sustainable due to the significant amount of resource required to respond to requests for information from the Inquiry team, which cannot be contained within "business as usual". This is because this work is in addition to the ongoing historic abuse work; many of the records are not readily available; and it takes time to collate, review and submit the information. The Council is also undertaking proactive pieces of work to better understand the historic position and how the Council responded at the relevant points in time.
6. At this stage the need for the following posts has been identified:
 - (A) Programme Manager to ensure the effective leadership and coordination of the Council's response to the IICSA. This will be required until 31 March 2018 initially but may go beyond this depending on the Inquiry timetable and progress.
 - (B) Social Care Group Manager 0.5FTE to provide the lead on social work practice. This post will be required until 31 March 2018 initially.
 - (C) Programme Officer to provide high level project support and undertake data analysis. This post will be required until 31 March 2018 initially.
 - (D) Business Support Assistant to provide project / administrative support. This post will be required until 31 March 2018 initially.
 - (E) Risk and Insurance Claims Handler to backfill an existing member of staff who will be required to assist the Senior Claims Handler allocated to IICSA work. This will be required for six months initially.
 - (F) 2 x HR Business Partner to release colleagues to assist with the high volume of requests relating to employment records. These will be required for three months initially. The requirement will be kept under review subject to further requests for information from the Inquiry.
7. Additional resource is also required to provide archivist support, as many of the historic records in relation to the Inquiry are held within the Records Management Service and Archives. Since April 2016 these functions have been operated by Inspire and it is proposed that an additional Archivist post (Band B) is provided through the contract arrangements with Inspire for one year. The cost of this to the County Council is £40,000.
8. There will also be a requirement for significant legal resource. This is expected to include additional internal legal capacity and external legal advisers, including experienced barristers to prepare and present the case in the public hearings. There are currently no timescales for the public hearings for the Nottinghamshire Councils investigation and it is not possible to assess the likely legal costs for Nottinghamshire without knowing the full scope and duration of the Inquiry. However, the cost will be significant and over the coming months the Council will seek to engage with other local authorities who are in the first tranche of public hearings (i.e. Lambeth, Leicestershire and Rochdale) to better understand the likely scale of the resource required.
9. Communications will also be a key role within the project as the Council moves into the Public Hearing process. The requirement for additional communications resource will also be kept under review.

Other Options Considered

10. The Council could allocate this work within existing staffing resources, but the high levels of demand from this activity have meant that this is not workable going forward and is impacting on other areas of work and service delivery.

Reason/s for Recommendation/s

11. The Council is committed to fully supporting the principles and aims of the Inquiry; and wishes to provide the Inquiry with requested data and information in a timely and coordinated manner. These resources will help facilitate a thorough and robust response to the Inquiry.

Statutory and Policy Implications

12. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), 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

13. The annual cost of the additional posts requested to support the Council’s response are summarised in Table 1. The Council’s budget, approved in February 2016, included a strategy to fund costs associated with Council’s response to the Independent Inquiry into Child Sexual Abuse through reserves. The total cost currently identified from this request is £400,000 (including the £40,000 cost to the County Council for the additional Archivist post within the Inspire contractual arrangements).

Table 1: Additional Posts	Department	Pay Scale	Cost per annum including on-costs & Vacancy Level Turnover	Duration	Total Cost
Programme Manager	Resources	Band F	£66,686	31 st March 2018	£133,372
Social Care Group Manager 0.5FTE	Children Families & Cultural Services	Band F	£33,343	31 st March 2018	£66,686
Programme Officer	Resources	Band B	£40,491	31 st March 2018	£80,982
Business Support Assistant	Resources	Grade 4	£24,602	31 st March 2018	£49,204
Claims Handler	Resources	Grade 5	£14,514	Six months	£14,514
HR Business Partner x2	Resources	Grade 5	£14,514	Three months	£14,514
TOTAL			£194,150		£359,272

14. There will also be other resource requirements, including significant legal resource, which will also need to be met from Reserves. It is intended that Committee will be kept updated on the Inquiry and the associated financial implications.

Human Resources Implications

15. These posts will not be subject to Job Evaluation as they comprise additional numbers of existing jobs, which have already been evaluated. The posts will be recruited to in accordance with the vacancy control process.

RECOMMENDATION/S

It is recommended that Policy Committee:

- 1) Approves the establishment of the posts identified in Table 1.
- 2) Approves the funding for an additional Archivist post as outlined in paragraph 7.
- 3) Notes the additional potential resource implications identified within the report.

Councillor Alan Rhodes
Leader of the Council

For any enquiries about this report please contact:
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Constitutional Comments (HD – 02/06/16)

1. The recommendations within the report fall within the Committee's terms of reference,

Financial Comments (NS 01/06/16)

2. The financial implications are as stated in the report.

HR Comments (GME 01/06/16)

3. The HR implications are contained in the body of the report and resourcing arrangements for all impacted services will be kept under constant review dependent on capacity issues created by further lines of enquiry generated from the IICSA.

Background Papers and Published Documents

None

Electoral Division(s) and Member(s) Affected

All