

**12<sup>th</sup> February 2018****Agenda Item: 11****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL  
WORK****ESTABLISHMENT OF NEW POSTS AT CLAYFIELDS HOUSE SECURE UNIT****Purpose of the Report**

1. This report proposes that additional posts be established within children's social care at Clayfields House Secure Unit in line with the expansion programme of the secure centre from 18 to 20 beds.

**Information**

2. The additional posts which will need to be established in order to manage the increase of young people from 18 to 20 are as follows:
  - 2.0 FTE (full-time equivalent) Residential Social Care Worker (NJE Grade 5)
  - 1.34 FTE Residential Care Worker (NJE Grade 4)
  - 1.0 FTE Teacher (Main scale 2 UPS3)
  - 1.0 FTE Teaching Assistant (NJE Grade 4)
  - 0.5 FTE Intervention Worker (Hay Band A)
  - 1.0 FTE Assistant Technical Officer (NJE Grade 3)
  - 0.43 FTE Domestic Assistant (NJE Grade 1)
  - 1.89 FTE Night Care Worker (NJE Grade 3).
3. Clayfields House Secure Unit is used as a national resource with beds being commissioned by the Ministry of Justice (MOJ). The MOJ currently purchases 14 beds through their national contractual arrangements with the County Council. The remaining beds are purchased by local authorities across England and Wales for securing young people on a welfare basis.
4. Clayfields House is a self-financing business unit, operating as a £4.2 million trading organisation, generating an increasing income and employing 130 people. There are educational/ vocational facilities for young people who are serving a sentence, remanded or secured for welfare reasons.
5. Clayfields House has been awarded 'Outstanding' by Ofsted for the past two years as a centre and has a high positive reputation nationally. It has always maintained being financially viable and not a financial burden on the Council. In 2016 the Department for

Education (DfE) awarded a capital grant of £7,867,005 to rebuild and redesign the 'Scarlet Unit' with an expansion of two beds.

6. Scarlet Unit was not initially constructed in the 1960s for the complex young people that now reside in the establishment. The high level of mental health needs and violent behaviour exhibited by the young people have increased significantly over the past decade. This has impacted on the building in terms of design needs and the increased robustness of build required. The current Scarlet Unit is also subsiding hence the DfE grant referred to in **paragraph 5**.
7. The new Scarlet Unit rebuild will be robust enough to withstand high levels of damage and will also have further facilities to assist in observations of young people e.g. those on suicide watch. In the design it will also have the facility to become a two bedded "Step Down" unit for those transitioning back into the community. This will serve as an extra service that will be attractive to Nottinghamshire and of course nationally for local authorities looking for creative options for their young people.
8. Due to the expansion of the operational business services, the original staffing levels would not meet the requirements needed in relation to the high level of complex needs of the young people cared for.

### **Other Options Considered**

9. No other options have been considered.

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

10. The establishment of these additional posts will effectively manage the level of risk relating to young people who are either at Clayfields serving a sentence, remanded by the courts or secured by the court under section 25 of the Children's Act, which is where a young person is secured due to the risk they present to the community or where the community presents a risk to the young person e.g. Child Sexual Exploitation (CSE) or where the young person frequently absconds and is placing themselves at risk.
11. Due to the increase of young people from 18 to 20 there also needs to be an increase in the education groups. In order to meet the core obligation to teach English and mathematics additional teaching in English and mathematics will be required to meet the minimum requirements.

### **Statutory and Policy Implications**

12. 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.

## **Data Protection and Information Governance**

13. As part of their induction, staff within Clayfields undertake numerous induction activities around data protection and information governance, and as part of this all new staff will complete the 'Responsible for Information – General Use' E-Learning training.

## **Financial Implications**

14. The establishment of the additional 9.16 FTE posts will be funded by the additional revenue from the two additional beds therefore this will be at a zero cost to the County Council. The posts will need to be established from 1<sup>st</sup> April 2018 which is when the additional revenue will be generated. The increase in revenue is estimated at £599,878, which is based on 95% occupancy.
15. The total costs of the additional posts will be £308,628, which excludes future pay increases.

## **Human Resources Implications**

16. The staffing implications are contained within the body of the report. The posts will be recruited to in accordance with the agreed Vacancy Control Process

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

17. All employees at Clayfields are subject to Enhanced Disclosure and Barring Service checks. In addition, all staff as part of their induction complete safeguarding training as part of the centre's comprehensive induction process.

## **Implications for Service Users**

18. The centre would increase its occupancy from 18 to 20 beds, which would reflect the number of young people residing. This reports reflects the need to ensure young people are appropriately managed and supported.

## **RECOMMENDATION/S**

- 1) That the following posts be established at Clayfields House Secure Unit from 1<sup>st</sup> April 2018:
  - 2.0 FTE Residential Social Care Worker (NJE Grade 5)
  - 1.34 FTE Residential care worker (NJE Grade 4)
  - 1.0 FTE Teachers (Main scale 2 UPS3)
  - 1.0 FTE Teaching Assistant (NJE Grade 4)
  - 0.5 FTE Intervention Worker (Hay Band A)
  - 1.0 FTE Assistant Technical Officer (NJE Grade 3)
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**Steve Edwards**  
**Service Director, Youth, Families and Social Work**

**For any enquiries about this report please contact:**

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**Constitutional Comments (LM 17/01/18)**

19. The Children and Young People's Committee is the appropriate body to consider the contents of the report.

**Financial Comments (SAS 25/01/18)**

20. The financial implications of the report are contained within paragraphs 14 and 15 above.

**HR Comments (JA 12/01/18)**

21. The staffing implications are contained within the body of the report. The posts will be recruited to in accordance with the agreed Vacancy Control Process.

**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.

Clayfields House Re-build – report to Corporate Parenting Sub-Committee on 12 September 2016

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

All.

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