

16 July 2012

Agenda Item: **13****REPORT OF THE GROUP MANAGER, SOCIAL WORK SERVICES****TROUBLED FAMILIES PROGRAMME****Purpose of the Report**

1. The purpose of this report is to seek approval for the proposed delivery structure of the Troubled Families Programme in Nottinghamshire.

**Information and Advice**

2. On 15 December 2011 the Government announced £448m of additional funding for a three year programme (2012-2015) which was the responsibility of all top tier councils. Also in mid-December, the Troubled Families Team wrote to local authority chief executives providing estimates for the number of troubled families in the authority, details of their funding proposals and proposed programme.
3. In March 2012 the Government published the 'Financial Framework for the Troubled Families programme's payment by results scheme for local authorities'. This document sets out the following:
  - the process for drawing up the list of families which will be part of the programme, the criteria drawn up by Government and also how to employ local intelligence on families with serious problems and high costs
  - the criteria for identifying which of these families are eligible for additional funding from Government through a payment-by-results scheme
  - what would need to be achieved with each family in order to claim the result-based payment.
4. In April 2012 the Government confirmed the criteria for drawing up the families to be targeted by the Troubled Families Programme. 'Troubled families' are households which:
  - are involved in crime and anti-social behaviour
  - have children not in school
  - have an adult on out of work benefits
  - cause high costs to the public purse
5. The indicative figure for Nottinghamshire provided by the Department of Communities and Local Government (DCLG) is 1,580 troubled families.

6. To facilitate discussion in Nottinghamshire, the distribution of this estimated figure for troubled families across the districts using the child poverty scores (2008) for each district is given in the following table:

District	Percentage of children in child poverty	Approx no. of families	Percentage of approximate no. of Nottinghamshire troubled families
Ashfield	21.70%	294	18.61%
Bassetlaw	18.30%	248	15.70%
Broxtowe	14.20%	192	12.15%
Gedling	15.00%	203	12.85%
Mansfield	22.70%	308	19.49%
Newark & Sherwood	16.80%	228	14.43%
Rushcliffe	7.90%	107	6.77%
<b>County</b>	16.80%	<b>1,580</b>	100.00%

7. The Troubled Families Programme is a national 3 year programme which is targeted at the most difficult to engage children, young people and their families. The Programme is funded by central government on a payment by results basis which is focussed on three outcomes:
- reducing criminal activity and anti-social behaviour in children and young people
  - improving school attendance in children and young people
  - encouraging parents into work.
8. Since April 2012 a data analyst has been verifying the families which will be targeted by the Programme and an undertaking has been given to work with 439 families in the first year of the programme.
9. It is proposed that the delivery of the Programme will be through teams in each district comprising a team manager, district co-ordinators and family intervention workers. The teams will be co-located with other district council employees and partnership agencies who deliver community safety interventions and family support work, and will be in addition to and work alongside Targeted Youth Support Services who are also moving to district delivery models. The business support requirements of the delivery teams will be provided by the district councils with funding given to districts to facilitate this.
10. The proposed structure for this delivery (**Appendix 1**) proposes that some posts which are already established within Children's Social Care be realigned to the Troubled Families Programme with additional capacity and is based around the establishment of 1 new post category of District Co-ordinator, of which 11 fte posts are proposed.
11. The role of the District Co-ordinator will be to care plan and manage provision of Services for Troubled Families. They will be responsible for ensuring that each family has a Common Assessment Framework (CAF) plan which is being reviewed and progressed,

and that all relevant professionals are delivering a consistent service which meets the needs of all members of the family.

12. In addition to the existing staff, 1 fte Team Manager and 7 fte Family Intervention Worker posts will need to be established to ensure the Troubled Families Programme has the capacity to deliver its stated outcomes and work with the number of families specified. All of the additional posts in the delivery structure will be temporary posts until the end of March 2015 when the Troubled Families Programme is due to end.
13. To assist with the performance management of the Programme and ensure reporting requirements of central Government are met (particularly in relation to the payment by results element of funding), it is further proposed that a temporary data analyst post (0.5fte) and 1 fte business support post is established to facilitate these needs.

### **Consultation on the new Structure**

14. A consultation meeting with current family intervention workers and unions took place on 3 July on the proposed delivery of the Troubled Families Programme. Reassurances were given regarding any disruption to existing staff which will be kept to a minimum level. The growth in service provision to the target group of families was positively received.

### **Other Options Considered**

15. The alternative option considered was absorbing the work of the Troubled Families Programme within existing resources. This option would deliver a high risk to the success of the Programme and lead to differing standards of delivery across the County. This would also result in a high risk that the payment by results element of funding would not be achieved and therefore deliver a less cost efficient service. For these reasons it is not felt that this is a viable option.

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

16. The proposals set out in this report will support the successful delivery of the Troubled Families Programme in Nottinghamshire and ensure targets set are achieved and payment by results funding granted.

### **Statutory and Policy Implications**

17. This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

### **Human Rights Implications**

18. Recruitment to the temporary posts detailed in this report would be subject to the County Council's employee recruitment policies and to the current vacancy control protocol.

## Financial Implications

19. The Troubled Families Programme is funded by the Department for Communities and Local Government (DCLG). The DCLG has made available funding of £175,000 to cover the co-ordination of the Programme. This money has been allocated to pay for Nottinghamshire's Troubled Families Co-ordinator (already established) and to provide on-going support to the Programme by paying for additional support from the County Council's Data Management Team. Additional monies from this start-up fund will pay for training and specialist supervision for the workers in the Programme.
20. In addition to this money the DCLG will make available up to £4,000 for each troubled family in an area that is eligible for the payment by results scheme. The DCLG funding will be paid primarily on a results basis, to incentivise a focus on achieving outcomes. However, a proportion of the £4,000 funding will be paid upfront as an 'attachment fee' for the number of families with whom we start working and the rest paid once we have achieved positive outcomes with a family. For 2012-13 this attachment fee will be set at 80 per cent, reducing to 60 and 40 per cent in the next two years.
21. DCLG has paid Nottinghamshire County Council £3,200 per family, for the estimated 439 families which we indicated to the Troubled Families Team that we would be working with in the first year of the Programme. Therefore £1,404,800 was paid to the County Council on 1 June 2012 as the first up-front grant which will fund the posts proposed in this report.
22. **Appendix 2** shows the breakdown of the grant monies and allocation. This has been produced taking into account sustainability of the programme over a three year period.

## Equalities Implications

23. The post holders will be expected to demonstrate commitment and compliance with the specific requirements of the County Council's Equal Opportunity policy. This includes that relating to the provision and development of services and practice and in relation to the Team Leader posts also includes the recruitment and management of staff.

## Implications for Service Users

24. The Troubled Families Programme aims to 'transform lives' by engaging with children and young people involved in crime and anti-social behaviour, who are not attending school and who have parents who are not in work.
25. District Co-ordinators, led by the Team Managers in their areas, will develop service user involvement groups which will actively listen to and promote the views of the families who are receiving services. These service-user groups will work towards the goal of families becoming actively involved in the Programmes, specifically in relation to recruiting staff, mentoring other families and advising the Troubled Families Teams about evaluating interventions.

## **Crime and Disorder Implications**

26. The Local Authority and partners in the Nottinghamshire Probation Trust, Nottinghamshire Police and Nottinghamshire and Bassetlaw Primary Care Trusts have a responsibility under the Crime and Disorder Act (1998) to work together to ensure that there is local youth justice provision with minimum staffing levels from each agency as specified within that Act. The structure takes account of those statutory responsibilities and exceeds the minimum requirement in some cases. The structure also takes account of and supports the Local Authority's duty to work to reduce anti-social behaviour under that same Act.

## **RECOMMENDATION/S**

- 1) That the posts identified within this report are temporarily established until end of March 2015 to form the delivery structure for the Troubled Families Programme in Nottinghamshire.

**Dawn Godfrey**  
**Group Manager, Social Work Services**

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

Dawn Godfrey  
Group Manager, Social Work Services  
Tel: 01623 520223  
Email: [dawn.godfrey@nottsc.gov.uk](mailto:dawn.godfrey@nottsc.gov.uk)

## **Constitutional Comments (LM 21/06/12)**

27. The Children and Young People's Committee has delegated authority to approve the recommendations in the report subject to the Employment Procedure Rules.

## **Financial Comments (NDR 25/06/12)**

28. The financial implications are set out in paragraphs 19 to 22 and Appendix 2 of the report.

## **Background Papers**

None.

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

All.

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