

29th April 2019**Agenda Item: 5****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL
WORK****YOUNG PEOPLE'S SERVICE – ALTERNATIVE SERVICE DELIVERY MODEL
OPTIONS APPRAISAL AND REMODELLING OF THE YOUNG PEOPLE'S
SERVICE****Purpose of the Report**

1. This report updates Committee on the options appraisal commissioned to explore an alternative service delivery model, and seeks approval to remodel the Young People's Service to enhance the Council's offer of open access youth provision in Nottinghamshire.

Information

2. The Youth Service and Outdoor and Environmental Education Service form part of the Council's Early Help offer. The services enable the Council to fulfil its statutory requirements under Section 507 B of the Education Act 1996 as inserted by the Education and Inspections Act 2006 which describes the duty to secure services and activities for young people aged 13-19 years, and those with learning difficulties to age 24 years, to improve their wellbeing.
3. In March 2018, Children and Young People's Committee gave approval to explore the merits of the Youth Service and Outdoor and Environmental Education services moving to an alternative service delivery model. This is to ensure that the Council continues to fulfil its statutory requirements, within the context of the unprecedented financial challenges it faces. In doing so it was envisaged that up to £120,000 savings could be made, which could be reinvested back into the service. Savings would be made on management costs and administration efficiencies, as well as business rates, due to the service moving to a newly created charity, and therefore having charitable status. This would also put the service in a position to apply for funding that would not currently be available to a local authority service.
4. There appear to be three key options, when considering alternative service delivery models for the youth service, which are:
 - remaining in-house, and youth provision continues to be directly funded and governed by the Council.

- commissioning the role of the Young People's Service from the open market.
 - the service area forms an independent Youth Charity.
5. There has been a renewed energy nationally to develop a consistent approach in securing and sustaining youth work provision, by placing a duty on local authorities to provide youth services. An All Party Parliamentary Group inquiry has been launched to review the role and sufficiency of youth work. Consequently, there has been an early indication from Members to directly deliver its youth provision and that it is kept in-house. Members have also recognised that this will limit the service's ability to attract external funding streams and reduced business rates.
 6. Therefore, Members have pledged an investment of £120,000, to extend Youth Work provision during school holidays, and due to the recent ending of provision in Ruddington, to reinstate 1 session per week, delivered either from a local community hall or from a Youth Service Mobile.
 7. This pledge emphasises the Council's commitment to the Youth Service and in securing sustainable Youth Work provision in Nottinghamshire, which adds value to the outcomes of many other services across the Council.
 8. The Youth Service, through its universal provision, and focused Youth Work intervention also directly contributes to the outcomes of the Council's strategic Plan: Your Nottinghamshire Your Future (2017 -21), and therefore has many benefits for the local community. For instance:
 - supporting *families to prosper and achieve their potential*, by engaging young people in confidence building activities, and by promoting and celebrating their achievements.
 - *Children are kept safe from harm*, through the support of professionally trained Youth Workers who provide reliable, regular and impartial contact. This provides an invaluable opportunity for young people to talk to a trusted adult about their concerns and fears.
 - placing *local people at the heart of everything we do* by facilitating a structure for young people to voice their opinions and to shape the services provided to them by the Council and its partners.
 9. It is also proposed that the service will:
 - remodel its structure by 31st March 2020 to reflect the service remaining within the Council, and its changing priorities, enabling improved management oversight and an extended offer to local children and young people.
 - revise its quality assurance and monitoring systems, to support youth work delivery, and to review opportunities to enhance the participation and attendance of young people.
 10. In regard to the Outdoor and Environmental Education Service (OEE) approval is sought to:
 - a) increase capacity by disestablishing the Day Centre Tutor (Grade 5) post at Perlethorpe and establish a Senior Tutor (Hay Band A) post to support the OEE

Team Manager to further develop the service offer and take a lead role in driving forward and delivering a cost neutral position.

- b) restructure existing outdoor instructor posts at the Mill Adventure Base, by disestablishing 1.2 fte Instructor (Grade 4) posts, and establishing 2 fte Instructor (Grade 5) post. This will accommodate the significant investment made to develop a High Ropes course. No staff are put at risk as a result of this change.

11. In regard to the Youth Service approval is sought to:

- a) formalise and make permanent the temporary Team Manager structure, by disestablishing 3 Term Time Only (TTO) Senior Practitioner Grade posts (JNC) and establishing 3 fte Team Manager (Hay Band D) posts
- b) disestablish 7 TTO x7 hour Assistant Youth Worker Grade posts (JNC), and establish 4 TTO x 10 hour Assistant Youth Worker Grade posts (JNC)
- c) establish 2 TTO Youth Worker Grade Posts (JNC)
- d) establish 1 TTO x 5 hour Assistant Youth Worker Grade post (JNC) and 2 TTO x 2.5 hour Youth Support Worker Grade posts (JNC)
- e) increase cleaning and asset management staffing capacity by 1 fte (Grade 2).
- f) establish a flexible system to employ Youth Workers to deliver targeted pieces of Youth Work on fixed term contracts, to enhance and extend the Council's Youth Work Offer during school holiday periods.

Other Options Considered

- 12. Commissioning the role of the Young People's Service from the open market.
- 13. The service area forming an independent Youth Charity.

Reason/s for Recommendation/s

- 14. To continue to deliver Youth Service provision in-house, whilst further developing provision through improved management oversight and an extended offer to local young people during school holidays.

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 additional cost of the OEE staffing changes is £38,000 and will be met by additional income generated by ongoing commercial development and the new High Ropes course once the capital project is complete.
17. The estimated additional cost of the Youth Service staffing changes is £0.197m including one-off ICT costs and this will be met from the Youth Service budget of £2.931m. The budget includes the £0.120m investment into the Council's offer of open access youth provision in Nottinghamshire.

Human Resources Implications

18. Recruitment and selection will be in line with Nottinghamshire County Council's employment procedures. All posts to be established as highlighted in **paragraphs 10 and 11** are indicative, and therefore will be subject to job evaluation processes.

Implications for Service Users

19. There would be an increase in the volume of Youth Work provided by the Council.

RECOMMENDATION/S

- 1) That Committee approves the remodelling of the Young People's Service to enhance the Council's offer of open access youth provision in Nottinghamshire as detailed in **paragraphs 6 to 11**.

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Constitutional Comments (EP 03/04/19)

20. The recommendation falls within the remit of the Children and Young People's Committee by virtue of its terms of reference.

Financial Comments (SAS 12/04/19)

21. The financial implications of the report are contained within paragraphs 16 and 17 above.

HR Comments (BC 12/04/19)

22. The staffing implications are contained within the body of the report. Where new posts have been established, indicative grades have been allocated through the initial job evaluation process. These will be subject to formal evaluation.

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.

Young People's Service – alternative service delivery model and opportunity to reinvest savings: report to Children and Young People's Committee on 19th March 2018

Electoral Division(s) and Member(s) Affected

All.

C1230