

**JOINT REPORT OF THE SERVICE DIRECTOR – CUSTOMERS AND HUMAN
RESOURCES AND THE SERVICE DIRECTOR, CHILDREN’S SOCIAL CARE**

**TEMPORARY STAFFING RESOURCE - D2N2 SOCIAL WORK TEACHING
PARTNERSHIP**

Purpose of the Report

1. The purpose of this report is to seek the approval of Personnel Committee to the establishment of the post of Partnership Practice Educator Lead, working with the D2N2 Teaching Partnership, for a temporary period of 12 months.

Information and Advice

Background

2. Funded by the Department for Education (DfE) and Department of Health (DoH), Teaching Partnerships are being rolled out nationally to help raise the quality of Social Work trainees and the teaching they receive.
3. Led by Nottinghamshire County Council as the accountable body working through a Board chaired by the Council’s Service Director, Children’s Social Care, the D2N2 Teaching Partnership brings together six local employers of Social Workers in the Derbyshire/Nottinghamshire local area.
4. The Partnership will work in a joint endeavour with two local universities, Nottingham Trent University and the University of Nottingham to develop a sustainable model for the provision of high quality social work placements.
5. The participating Partners are:
 - Nottinghamshire County Council
 - Nottingham City Council
 - Derbyshire County Council
 - Derby City Council
 - Rampton Hospital
 - Framework Housing Association.
6. Government funding for the project has been awarded, for the period 1st November 2016 to 31st March 2018.

7. In order to deliver its key objective to improve the quality of social work student placements, each of the 4 local authorities within the wider Teaching Partnership has committed to identify one full time equivalent post holder to lead on supporting and facilitating the development and on-going availability of high quality placements in the role of Partnership Practice Educator Lead (PPEL).
8. As a result of delays to the receipt of Partnership funding (due to the impact of the 2016 Referendum on Government activity), the work of the Partnership will need to be progressed within quite demanding timescales, and therefore there is a need to have all 4 Council's PPELs, including Nottinghamshire's, in post from 1st April 2017.

Proposal

9. Partnership funding covers the whole period during which the PPEL will be in post (from 1st April 2017 until 31st March 2018), and incorporates full salary costs for the PPEL role, there will therefore be no direct cost implications to the Council.
10. The PPEL job description has been evaluated as a Band C position under NCC's job evaluation.
11. To ensure alignment with the Council's wider workforce planning and development priorities, it is proposed that Nottinghamshire's PPEL will be located within the corporate HR Workforce and Organisational Development team. This team has the strategic lead on Workforce Development and as such currently supports both the ASCHPP and CFCS departments with existing Social Work traineeship schemes.
12. It is therefore proposed that the existing W&OD Business Partner with lead responsibility for supporting current Social Work traineeships across both the CFCS and ASCHPP be seconded to the PPEL role within Nottinghamshire County Council for the remainder of the available funding, that is for one year with effect from 1st April 2017.
13. The post holder will continue to report to the Senior HR Business Partner, W&OD, for line management and supervision purposes, a revised structure chart is attached as **Appendix A** to this report.
14. The work undertaken by the PPEL on behalf of the Teaching Partnership will be matrix managed by the Project Manager, Teaching Partnerships (a post hosted by Nottingham Trent University, but operating across the Partnership).
15. The proposed secondment has already been presented in principle as part of a wider report on the Teaching Partnership to the Children and Young People's Committee at its meeting on 20th March 2017. In order to facilitate the proposed secondment, there is a need to formally establish a temporary post within the corporate Human Resources Workforce and Organisational Development team structure.

Other Options Considered

16. Consideration has been given to advertising the position more widely, however it was recognised that, within each local authority there are likely to be suitable

candidates, in similar roles, who, given the timescale pressures would be able to move quickly on a secondment basis with minimal requirements around induction and training. Equally, given the short-term nature of the role itself, secondment enables the Council to ensure that it can secure a post holder with a suitable calibre of experience and qualification to this key post.

Reasons for Recommendation

17. The proposed secondment is for a fixed term only, and will be fully funded by DfE and DoH grant payments. There are, therefore, no direct cost implications for the Council. Neighbouring authorities, who are part of the Teaching Partnership, are in the process of seconding to their own PPEL roles, this Council needs to ensure that it is well placed to keep up with the programme of work by having Nottinghamshire's PPEL in post by 1st April 2017.

Statutory and Policy Implications

18. 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

19. The Government have awarded £475,000 over the next two years to the wider D2N2 teaching partnership. A key role within the teaching partnership is the role of Partnership Practice Educator Lead (PPEL) and Government funding will cover the entire cost of these roles. There will therefore be no financial implications arising from the secondment of an existing member of the Council's workforce to the PPEL role, as the post will be fully funded from DfE and DoH grant payments. The post carries the same grading as the secondee's substantive post and based on their spinal column point as at 1.4.17, the cost of the Band C post is **£49,535** (including on-costs). Funding arrangements will enable backfill capacity to be available for the W&OD function for the duration of the secondment as required.

Human Resources Implications

20. The proposals within this report comply with the Council's policy on internal secondments.

Safeguarding of Children and Adults at Risk Implications

21. The person seconded to the PPEL role will be a qualified social worker, with all appropriate checks already in place.

Implications for Service Users

22. The creation of this secondment opportunity will enable the Council to provide better quality placements for social work students and, consequently, ensure that the

quality of newly qualified Social Workers coming through from our partner universities is enhanced.

RECOMMENDATION

It is recommended that Personnel Committee approve the establishment of the post of temporary Partnership Practice Educator Lead Grade C, working with the D2N2 Teaching Partnership, within the HR Workforce and Organisational Development team structure, for a period of 12 months, from 1st April 2017 to 31st March 2018.

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Constitutional Comments (KK 07/03/17)

23. The proposals in this report are within the remit of the Personnel Committee.

Financial Comments (SES 03/03/17)

24. The financial implications are set out in the report.

Human Resources Comments (CG 17/2/017)

25. These are contained within the body of the report

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:

- Grant Offer Letter from Department for Education & Department of Health
- Report to Children and Young People's Committee 20th March 2017

Electoral Division(s) and Member(s) Affected

All