

17th December 2018**Agenda Item: 7****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL
WORK****PROPOSED CHANGES TO STAFFING STRUCTURES ARISING FROM THE
ESTABLISHMENT OF THE REGIONAL ADOPTION AGENCY, ADOPTION
EAST MIDLANDS****Purpose of the Report**

1. This report proposes the relocation of those posts currently managed by the Adoption service which deliver services that are not within scope of the Adoption East Midlands Regional Adoption Agency.
2. To support the development of the Adoption East Midlands Regional Adoption Agency proposal, approval is sought to establish a temporary Business Support (Grade 2) post funded by the Department for Education (DfE) grant.

Information

3. The government legislated to regionalise adoption services in the 2016 Education and Adoption Act, stating its intention that all individual local authority adoption agencies be combined into Regional Adoption Agencies by 2020. The rationale is that, with 180 adoption agencies placing children in England, the system is too fragmented, and this has led to delay for children. Regionalisation should improve outcomes for children, adopters and adoptive families.
4. To date twelve Regional Adoption Agencies have been established in England which provide services to 30 local authorities. The vast majority of local authorities in England are engaged with the funded programme for regionalising adoption. In the East Midlands, this has been through the Adoption East Midlands Regional Adoption Agency partnership comprising Lincolnshire County Council, Leicestershire County Council (also provides adoption services for Rutland Council), Leicester City Council, Derby City Council, Nottingham City Council, Derbyshire County Council, Nottinghamshire County Council.
5. It is planned that Nottinghamshire host adoption services on behalf of Derby City Council, Derbyshire County Council and Nottingham City Council. Only adoption services will be delivered through this Regional Adoption Agency.

6. Some posts currently managed within the Adoption Service deliver services which will not be within the Regional Adoption Agency service specification. The posts are as follows:

Agency Adviser Fostering Panels

There are currently 3 FTE Agency Adviser posts (Band C, £50,180) providing agency advice to both fostering and adoption services. It is proposed that one FTE post remains in the Local Authority to manage fostering panels and advice on fostering matters. This post would be managed within the Fostering Service, by the Fostering Service Manager. This is a change to the duties – providing fostering advice only (currently each post holder provides fostering and adoption advice) and management.

Adoption Support Workers

There are 2 FTE posts (Grade 5, £63,158 for two posts) who work with children who have adoption plans, to prepare them for placements and to support adoptive families after placement. Additionally they work with Nottinghamshire children, after adoption order where necessary. These posts will remain with the Local Authority as the majority of their work is with children being prepared for adoption. The statutory responsibility for children with adoption plans will remain with the Local Authority. These posts will be managed within the Permanence Team.

Welfare Rights Advisor

This is 1 FTE post (Band A, £38,370), the function of which is to maximise adopters' access to welfare benefits, thus reducing the spend of the adoption financial support scheme. This advice is offered to adopters of Nottinghamshire children, or adopters living in Nottinghamshire who are three years post order.

7. The adoption financial support scheme will remain the responsibility of the Local Authority, and will be managed by the Permanence Service Manager who also manages the special guardianship financial support scheme. Welfare rights advice in connection with that scheme sits within the Family Service. It is proposed that the Welfare Rights Adviser adoption post is located with those similar post holders, within the Family Service, with no change to the job description.
8. There is no change proposed to the job descriptions, terms or conditions for any of these posts. It is a change of organisational structure, as to where the posts sit.
9. It is proposed that a Business Support (Grade 2) post be established on a temporary basis from 1st November 2018 to 31st March 2019 at a cost of £8,843. This will be managed by the Business Support Manager Adoption and funded by the DfE grant.
10. The function of the post is to support Adoption East Midlands in the next six months of development, providing services such as:
- meeting arrangements
 - action logs
 - event organisation
 - document updates

- coordination of calendars, Adoption East Midlands
- to support the Adoption East Midlands service development.

Other Options Considered

11. No other options for management of these posts are possible.

Reason/s for Recommendation/s

12. The proposal for management of each post links the post to the relevant service area and is the least disruptive option for staff concerned. All managers have capacity to take on these additional posts.

Financial Implications

13. The posts to be transferred to other service areas will have the associated budget provision transferred with them. The cost of the temporary Business Support post will be met from the DfE grant, which is held by Lincolnshire County Council on behalf of Adoption East Midlands.

Human Resources Implications

14. Staff have been consulted regarding these changes, which do not impact on terms and conditions.

Implications for Service Users

15. Services will be maintained with minimal disruption for Nottinghamshire children and families.

RECOMMENDATION/S

That Committee gives approval for:

- 1) 1 FTE Agency Adviser Fostering (Band C) post to be managed within the Fostering Service.
- 2) 2 FTE Adoption Support Worker (Grade 5) posts to be managed within the Permanence Team.
- 3) 1 FTE Welfare Rights Adviser Adoption (Band A) post to be managed within the Family Service.
- 4) the establishment of a temporary 1 FTE Business Support (Grade 2) post within the Adoption Service, funded by the DfE grant, to support Adoption East Midlands development.

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Constitutional Comments (KK 03/12/18)

16. The proposals in this report are within the remit of the Children and Young People's Committee.

Financial Comments (SAS 30/11/18)

17. The financial implications of the report are contained within paragraph 13.

HR Comments (BC 03/12/18)

18. The staffing implications are contained within the body of this report. Staff, Trade Unions and the Business Support Service have been consulted on the proposed changes.

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.

None.

Electoral Division(s) and Member(s) Affected

All.

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