

25<sup>th</sup> April 2022

Agenda Item: 5

## **REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL WORK**

### **CHANGE TO STAFFING ESTABLISHMENT AT ADOPTION EAST MIDLANDS**

#### **Purpose of the Report**

1. The report seeks approval to disestablish 2.5 FTE vacant Adoption Support Worker (Grade 5) posts and establish 1.5 FTE Social Work (Band B) posts and a 0.6 FTE Senior Social Work Support Officer (Grade 5) post, in the Adoption East Midlands staffing establishment.

#### **Information**

2. In June 2021, it was agreed to establish Adoption Support Worker posts as exist within the Permanence team and similar Fostering Support Worker posts which exist within the Fostering Service, in Adoption East Midlands, to work in adoption support.
3. Since this time, the organisation of work within the adoption support service has changed to a system of tiers which enable families to access the level of support they need, when they need it.
4. The volume of work within the support services has led to a review of the staffing establishment which concluded that the need is for qualified social workers, who deliver all levels of the services available.
5. In addition, the number of Social Work Support Officer posts within Adoption East Midlands has grown over the past two years; unlike childcare, these posts are directly managed by social work team managers. We now seek agreement to create a part-time Senior Social Work Support Officer role to manage the Social Work Support Officers across Adoption East Midlands, which will bring consistency to the operations, and free up social work team manager time for social work management tasks.

#### **Other Options Considered**

6. The other option would be to make no change, and therefore not have the benefit of the right skills mix across the service.

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

7. Workload now shows that social work posts rather than support roles would be most use for service delivery and a Senior Social Work Support Officer role would free up social work management time.

## **Statutory and Policy Implications**

8. 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**

9. The cost of establishing 1.5 FTE Social Worker (Band B) posts and a 0.6 FTE Senior Social Work Support Officer post (Grade 5) is £89,471. This cost will be mostly offset by disestablishing 2.5 FTE Adoption Support Worker (Grade 5) posts, a saving of £83,873. The shortfall of £5,598 can be contained within the existing Adoption East Midlands budget.

## **Human Resources Implications**

10. As the Adoption Support Worker (Grade 5) posts are currently vacant there are no implications for any individual.

## **Implications for Service Users**

11. Service will be enhanced by more readily available wider range of interventions.

## **RECOMMENDATION/S**

- 1) That the Committee approves the following changes to the Adoption East Midlands staffing establishment:
  - disestablishment of 2.5 FTE Adoption Support Worker (Grade 5) posts
  - establishment of 1.5 FTE Social Work (Band B) posts
  - establishment of 0.6 FTE Senior Social Work Support Officer (Grade 5) post.

**Steve Edwards**

**Service Director, Youth, Families & Social Work**

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**Constitutional Comments (LW 24/03/22)**

12. Children and Young People's Committee is the appropriate body to consider the content of the report.

### **Financial Comments (LCD 24/03/22)**

13. The cost of establishing 1.5 FTE Social Worker (Band B) posts and a 0.6 FTE Senior Social Work Support Officer post (Grade 5) is £89,471. This cost will be mostly offset by disestablishing 2.5 FTE Adoption Support Worker (Grade 5) posts, a saving of £83,873. The shortfall of £5,598 can be contained within the existing Adoption East Midlands budget of £5.4m.

### **HR Comments (BC 23/03/22)**

14. The staffing implications are contained within the body of the report. New posts will be recruited to in line with the vacancy control and recruitment procedures.

### **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.

[Changes to staffing establishment at Adoption East Midlands – Adoption Support Worker posts: report to Children & Young People's Committee on 21st June 2021](#)

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

All.

C1560