

21st June 2021

Agenda Item: 10

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

CHANGE TO STAFFING ESTABLISHMENT AT ADOPTION EAST MIDLANDS - ADOPTION SUPPORT WORKER POSTS

Purpose of the Report

1. The report seeks approval to convert 2 FTE Social Work (Band B) posts to 2.5 FTE Adoption Support Worker (Grade 5) posts in the Adoption East Midlands staffing establishment.

Information

2. Adoption Support Worker posts exist within the Permanence team and similar fostering support worker posts exist within the Fostering Service.
3. These are post holders who have relevant qualifications to deliver direct work with children and families that does not necessitate a social work qualification.
4. Having a skills mix such as this within a service allows Qualified Social Workers to focus on the work which requires the protected title of social work, such as statutory assessments, and reviews, and complex work or support.
5. In particular there is a range of work within the adoption support service which could be undertaken by Adoption Support Workers.
6. Adoption East Midlands seeks to create a multi-skilled team to deliver the services in the most effective way, and therefore convert 2 FTE Social Work posts to 2.5 FTE Adoption Support Worker posts. This would require the following:
 - the disestablishment of 2 FTE Social Work (Band B) posts
 - the establishment of 2.5 FTE Adoption Support Worker (Grade 5) posts.

Other Options Considered

7. Consideration has been given to other types of post, such as Social Work Support Officer. Adoption East Midlands already has some Social Work Support Officer posts and these posts do not undertake direct work with children. Another option considered was Social

Work Assistant posts, however, the job description which exists for Adoption Support Workers best describes the tasks required within the Adoption Service.

Reason/s for Recommendation/s

8. The use of Adoption Support Workers has always been received positively by adopters and social workers. The Adoption Support Workers can spend the necessary time directly with children and families, and support placements, as well as contribute to preparation of adopters, their support, and group activities for children and young people. Having these posts directly sitting within Adoption East Midlands would enhance the service offer.

Statutory and Policy Implications

9. 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

10. The disestablishment of 2 FTE Social Work (Band B) posts and the establishment of 2.5 FTE Adoption Support Worker (Grade 5) posts will save £8,583 pro-rata per annum.

Human Resources Implications

11. As these are vacancies there is no implication for any individual.

Implications for Service Users

12. 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:
 - the disestablishment of 2 FTE Social Work (Band B) posts
 - the establishment of 2.5 FTE Adoption Support Worker (Grade 5) posts.

Steve Edwards

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Constitutional Comments (CEH 24/05/21)

13. The recommendation falls within the delegation to Children and Young People's Committee under its terms of reference.

Financial Comments (LD 04/05/2021)

14. The disestablishment of 2 FTE Social Work (Band B) posts and the establishment of 2.5 FTE Adoption Support Worker (Grade 5) posts will save £8,583 pro-rata per annum. The current Adoption East Midlands staffing budget is £3,406,692.

HR Comments (BC 05/05/2021)

15. The staffing implications are contained within the body of the report. The 2 FTE Social Worker posts that will be disestablished are currently vacant so there will be no redundancies arising from this 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.

None.

Electoral Division(s) and Member(s) Affected

All.

C1465