

2nd November 2020

Agenda Item: 10

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

CHANGES TO THE STAFFING ESTABLISHMENT IN THE YOUTH JUSTICE SERVICE

Purpose of the Report

1. To seek approval to disestablish 1 FTE Area Intervention Worker (Band B) post, disestablish 0.2 FTE Youth Justice Service Officer (YJSO) post (Grade 5) and establish 1 FTE Advanced Practitioner (Band C) post in the Youth Justice Service Outreach and Interventions Team from 1st December 2020.

Information

2. Youth Justice Services (YJS) in Nottinghamshire are made up of three multi-agency Locality Teams and a countywide Outreach and Interventions Team. The aims of the YJS are to:
 - reduce the number of young people entering the criminal justice system
 - reduce the frequency and rate of re-offending by children and young people who are already within the youth justice system
 - keep the numbers of young people experiencing custody - either on remand or as a sentence of the court - to a minimum.
3. Since the introduction of the new structure in 2017, which was approved by the Committee on 19th September 2016, there has been a change in the operational delivery model within the YJS which has seen practitioners within the Outreach and Interventions Team (OIT) undertake assessments directly with children referred for prevention services. This change of model has been delivered in response to two main factors, namely: a need to broaden the skill base across the YJS workforce to ensure fluctuations in demand for assessments can be met; and the need to develop a more separate and stronger identity for prevention services, focussing on relationships, needs and strengths. Since the above changes were introduced, YJS have seen an increase in prevention referrals which are expected to be sustained.
4. Coupled with this change in delivery has been the need to upskill workers within the OIT to enable them to independently undertake assessment and case work with children referred

for prevention and early intervention, from the point of referral through to closure. To date, case supervision and oversight to OIT workers has been provided by Advanced Practitioners based in other YJS teams.

5. In addition to the above, the OIT Manager oversees delivery of a number of other functions including youth outreach work, Junior Attendance Centre provision and the recently introduced Youth Work Mentor provision. Unlike within the other YJS Teams and despite being the largest YJS team, there is no Advanced Practitioner post established. The absence of such a post has shown to be significant in limiting the management resources available to effectively supervise all workers and co-ordinate the full range of activities.
6. The 2017 restructure of the Youth Justice Service (YJS) saw the establishment of three Area Intervention Worker posts in the countywide Outreach and Interventions Team (OIT). This decision was based on the anticipated demand across the County for the co-ordination of intervention delivery and outreach work. One of these posts is currently vacant, with the decision taken not to immediately recruit to allow for an assessment of service demand once the above operational changes have taken effect. The proposal is to disestablish this post and establish an Advanced Practitioner post. YJS Management are confident that two area intervention workers would be able to meet the demand across the County with support from the proposed Advanced Practitioner.
7. Additionally, there is a proposal to disestablish 0.2 FTE YJSO post to enable the above post to be established without additional cost. There is currently a part time YJSO post vacant which will allow for the post to be disestablished with little disruption. YJS Management are again confident that this change will not lead to a negative impact on overall capacity.

Other Options Considered

8. The service has trialled an alternative model, with supervision and oversight provided by Advanced Practitioners from other teams, however the fragmented nature of this has highlighted the need for more coherent oversight, delivered from within the team.

Reason/s for Recommendation/s

9. The recommendation is made in order that the service can meet the needs of complex young people receiving prevention services through the Youth Justice Service in Nottinghamshire.

Statutory and Policy Implications

10. 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

11. The disestablishment of the 1 FTE Area Intervention Worker (Band B) post, disestablishment of 0.2 FTE Youth Justice Service Officer post (Grade 5) and establishment of the 1 FTE Advanced Practitioner (Band C) post, with on-costs, has a minimum budget saving of £340 per annum which will be reabsorbed within the Youth Justice Service budget. In line with the Council's recruitment policy, the service would seek to recruit into the bottom of the band.

Human Resources Implications

12. The post will be recruited to in accordance with the agreed Vacancy Control Process and recruitment and selection policies.

RECOMMENDATION/S

- 1) That Committee approves the following changes to the staffing establishment in the Youth Justice Service Outreach and Interventions Team from 1st December 2020:
 - disestablishment of 1 FTE Area Intervention Worker (Band B) post
 - disestablishment of 0.2 FTE Youth Justice Service Officer (Grade 5) post
 - establishment of 1 FTE Youth Justice Advanced Practitioner (Band C) post.

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Constitutional Comments (KK 30/09/20)

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

Financial Comments (SAS 07/10/20)

14. The disestablishment of 1 FTE Area Intervention Worker (Band B) post, disestablishment of 0.2 FTE Youth Justice Service Officer post (Grade 5) and establishment of 1 FTE Advanced Practitioner (Band C) post, with on-costs, has a minimum budget saving of £340 per annum. This will be contained within the Youth Justice Service net budget of £827,624.

HR Comments (BC 15/10/20)

15. The staffing implications are contained within the body of the report. There are no redundancies arising from this report as the posts are currently vacant. The new post will be recruited to in line with the Council's 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 the staffing establishment in the Early Help and Youth Justice Services – report to Children and Young People's Committee on 19th September 2016](#)

Electoral Division(s) and Member(s) Affected

All.

C1394