

7th March 2022

Agenda Item: 9

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

SUPPORTING FAMILIES UPDATE AND CHANGES TO THE FAMILY SERVICE STAFFING ESTABLISHMENT

Purpose of the Report

1. To provide the Committee with an update on Nottinghamshire's performance on the Supporting Families Programme in 2021/22.
2. To provide an overview of the changes to the programme for 2022/25.
3. To seek approval to extend the temporary establishment of 1 FTE Supporting Families Project Officer (Grade 5) post to March 2025 and 0.5 FTE Reducing Parental Conflict Coordinator Development Worker (Grade 5) post until September 2022.
4. To seek approval to disestablish a vacant 0.5 FTE Early Help Case Manager (Band A) post and to establish a 0.5 FTE Senior Professional Practitioner (Band C) post in Family Service North.

Information

5. Nottinghamshire's Early Help services, including The Family Service and Children's Centre Service, have been delivering the government's Supporting (Nee Troubled) Families Programme since 2011. The programme incentivises engagement of families facing multiple presenting issues including unemployment, poor physical or mental health, involvement in children's social care, challenges with education and attendance, domestic violence or family members involved with the criminal justice system. The programme requires that services take a whole family approach to assessing and meeting the needs of each family member, with a focus on monitoring positive outcomes to ensure sustainability.
6. The programme has always had a 'payment by results' component, and as reported to Children and Young People's Committee in July 2021, Nottinghamshire was set a target to engage and make claims for successful outcomes for 903 families in 2021/22. Nottinghamshire is on track to exceed the target in 2021/22, bringing in a total revenue of £722,400, having achieved 88% of the target by the end of quarter 3. Each payment by

results claim made represents a family who have engaged with support from Early Help or Social Care services, and who have made significant and sustained progress in all areas of difficulty being faced by the household.

7. In addition to continuing to deliver 'business as usual' family support, this year Nottinghamshire's Family Service has been undertaking a 'Housing and Whole Family Working' pilot. The aim of this project has been to encourage housing organisations to take a whole family approach towards homelessness prevention, and to improve links between housing providers and children's services. Supporting Families Unit Leads have partnered with Mansfield and Newark & Sherwood District Councils, increasing workforce knowledge and skills and clear pathways to ensure early intervention and seamless support to families at risk of eviction.
8. Continued and increased funding for the Supporting Families Programme was announced at the Spending Review in November 2021. It was confirmed that the programme would run for another three years, and that there would be a 40% uplift in investment by 2024-25. Nottinghamshire has received notification of an increased allocation for 2022/23, with £2.52million being made available via a combination of Payment By Results and up-front funding. This is £560,000 more than in 2021/22.
9. Further information is expected in coming weeks about the conditions of the grant. The letter confirming the grant details that *"You can expect to see refreshed expectations around partner involvement and the role of the Supporting Families Co-ordinator and Senior Responsible Officer and strategies to reduce demand on children's social care through the increased investment in the programme"*. Once the expectations that accompany the increased funding are known and understood, a paper proposing any required changes to the staffing structure will be provided as appropriate for approval.

Reducing Parental Conflict Workforce Development Grant

10. In 2018 the government launched the Reducing Parental Conflict Programme in association with the Supporting Families Programme. Reducing Parental Conflict aims to promote improved outcomes for children, with a focus on disadvantaged families. In July 2021 an 0.5 FTE Reducing Parental Conflict Development Worker (Grade 5) was established within the Family Service to deliver Reducing Parental Conflict awareness and practitioner training to a wide range of staff across the Early Help Partnership to embed the programme across the system. To date, the Development Worker and Relationships Really Matter Champions have delivered training to 849 practitioners across the partnership.
11. The Department for Work & Pensions has announced a three-year third phase of the Reducing Parental Conflict Programme running from April 2022, although full funding details are yet to be released.

Changes to Staffing Establishment to Ensure Continued Success of the Supporting Families Programme

12. In July 2021 a temporary 0.5 FTE Supporting Families Project Officer (Grade 5) was established to March 2022 to monitor outcomes for families supported through the programme and to maximise Nottinghamshire's income from payment by results. The

postholder has contributed to Nottinghamshire exceeding expectations for claims each quarter this year and the role will continue to be important as the target for payment by results increases. It is proposed that the temporary 1 FTE Supporting Families Project Officer (Grade 5) post is extended until March 2025.

13. It is proposed that the 0.5 FTE Reducing Parental Conflict Development Worker (Grade 5) post, currently established to March 2022, is extended for a further six months to enable continuity until full details of the fund are made available and a successful bid secured.
14. To ensure that there is a sufficient level of management oversight of work with families with complex needs, it is important that line manager to staff ratios in The Family Service are kept at a manageable level and in line with other teams in Children's Services. It is proposed that a vacant 0.5 FTE Early Help Case Manager post (Band A) in the North Family Service is disestablished and that a 0.5 FTE Senior Professional Practitioner (Band C) post be established. This will bring line manager to staff ratio back under the recommended maximum of 1:8.

Other Options Considered

15. No other options have been considered on this occasion.

Reason/s for Recommendation/s

16. To inform the Committee of the performance of the Supporting Families Programme in 2021/22 and the expansion of the programme until 2025.
17. To seek Committee approval for changes to staffing establishment which will support the delivery of the Supporting Families and Reducing Parental Conflict Programme locally.

Statutory and Policy Implications

18. 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

19. In 2022/23 the funding allocation from The Supporting Families Programme will increase by £560,000, however it is not yet understood what conditions will be attached to the grant which may dictate how it is spent.
20. The extension of the temporary establishment of 1 FTE Supporting Families Project Officer (Grade 5) post to March 2025 is £32,835 per annum. This will be funded through the increased Supporting Families Grant.

21. The cost of extending the 0.5 FTE Reducing Parental Conflict Coordinator (Grade 5) post for six months is £8,208. The post will be funded by £10,000 surplus in the 2021/22 workforce development grant, which the Department for Work & Pensions has agreed can be rolled over to 2022/23, and is ring fenced for spending on implementing Reducing Parental Conflict in Nottinghamshire.
22. The cost of establishing the 0.5 FTE Senior Professional Practitioner (Band C) post is £25,736. This cost will be covered by disestablishing a vacant 0.5 FTE Early Help Case Manager post (Band A) and containing the difference within existing budgets.

Human Resources Implications

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

RECOMMENDATION/S

That Committee:

- 1) gives approval for a follow up report to be provided as appropriate in six months.
- 2) approves the extension of the temporary establishment of 1 FTE Supporting Families Project Officer (Grade 5) post to March 2025 and 0.5 FTE Reducing Parental Conflict Coordinator Development Worker (Grade 5) post until September 2022.
- 3) approves the disestablishment of a 0.5 FTE Early Help Case Manager (Band A) post and the establishment of a 0.5 FTE Senior Professional Practitioner (Band C) post in Family Service North.

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Constitutional Comments (LW 22/02/22)

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

Financial Comments (CDS 22/02/22)

25. In 2022/23 the funding allocation from The Supporting Families Programme will increase by £560,000, however it is not yet understood what conditions will be attached to the grant which may dictate how it is spent.

26. The extension of the temporary establishment of 1 FTE Supporting Families Project Officer (Grade 5) post to March 2025 is £32,835 per annum. This will be funded through the increased Supporting Families Grant.
27. The cost of extending the 0.5 FTE Reducing Parental Conflict Coordinator (Grade 5) post for six months is £8,208. The post will be funded by £10,000 surplus in the 2021/22 workforce development grant, which the Department for Work & Pensions has agreed can be rolled over to 2022/23, and is ring fenced for spending on implementing Reducing Parental Conflict in Nottinghamshire.
28. The cost of establishing the 0.5 FTE Senior Professional Practitioner (Band C) post is £25,736. This cost will be covered by disestablishing a vacant 0.5 FTE Early Help Case Manager post (Band A) and containing the difference within existing budgets.

HR Comments (BC 08/02/22)

29. The staffing implications are contained within the body of the report. The 0.5 FTE Early Help Case Manager post, which this report proposes to disestablish, is vacant and therefore there are no redundancies arising from the proposal.

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.

[Supporting Families update and changes to the Family Service staffing establishment – report to Children & Young People’s Committee on 26th July 2021](#)

Electoral Division(s) and Member(s) Affected

All.

C1547