

**21<sup>st</sup> September 2020****Agenda Item: 7****REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL  
WORK****CHANGES TO THE STAFFING ESTABLISHMENT IN THE CAMHS CHILDREN  
LOOKED AFTER AND ADOPTION TEAM****Purpose of the Report**

1. To seek approval to disestablish a 0.6 FTE Social Worker post (Band B) and establish a 0.82 FTE Therapeutic Child and Family Support Worker post (subject to job evaluation).

**Information**

2. The CAMHS (Child & Adolescent Mental Health Services) Children Looked After and Adoption Team is a multi-disciplinary team, embedded within the NHS Trust CAMHS team, providing support to Looked After and Adopted Children.
3. The team provides therapeutic support to children, parents and carers to establish and maintain relationships through individual and group interventions.
4. Similar posts providing support to children already exist within the fostering and adoption services, which have a positive impact on relationships and strength-based practice. Children within residential settings (Council or independent) and those children placed in Nottinghamshire homes from other local authorities do not have access to this support.
5. The post will provide additional capacity within the team to improve the support offered to children and their carers/families. This will ensure a timely diagnosis is reached to allow the networks to understand the child's needs, and provide appropriate targeted support.
6. This post will support with the overall aim of the team to reduce placement breakdowns, reduce 'admission time' into the service and reduce re-referrals leading to improved outcomes for children.
7. The staffing changes are fully supported by the NHS Trust.

## **Other Options Considered**

8. Recruitment to the 0.6 FTE Social Worker post was considered.

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

9. The Therapeutic Child and Family Support Worker role will provide more flexibility in support offered to improve outcomes for children, carers and families.
10. Challenges in recruiting to the 0.6 FTE Social Work post supports the conversion of this post to fund the proposed 0.82 FTE Therapeutic Child and Family Support Worker role, which will provide opportunities for non-social work qualified staff to develop their skills.

## **Statutory and Policy Implications**

11. 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**

12. There are no financial implications arising from this report. As the salary grade of the role is expected to be no more than Grade 5 (subject to job evaluation), the recommended changes to the staffing establishment will be delivered within existing budgets.

## **Human Resources Implications**

13. A recruitment exercise will be undertaken.

## **Implications for Service Users**

14. The proposed changes within this report will improve the quality of service to Looked After and Adopted children and young people.

## **RECOMMENDATION/S**

- 1) That the Committee approves:
  - the disestablishment of a 0.6 FTE Social Work (Band B) post
  - the establishment of a 0.82 FTE Therapeutic Child and Family Support Work post (subject to job evaluation)

**Steve Edwards**  
**Service Director, Youth, Families and Social Work**

**For any enquiries about this report please contact:**

Lucy Peel  
Group Manager, Service Improvement  
T: 0115 977 3139  
E: [lucy.peel@nottsccl.gov.uk](mailto:lucy.peel@nottsccl.gov.uk)

### **Constitutional Comments (AMc 27/08/20)**

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

### **Financial Comments (SAS 27/08/20)**

16. As the salary grade of the role is expected to be no more than Grade 5 (subject to job evaluation), the recommended changes to the staffing establishment will be delivered within the CAMHS team budget which is £639,954.

### **HR Comments (BC 27/08/20)**

17. The staffing implications are contained within the body of the report. The Therapeutic Child and Family Support Worker post will be subject to the agreed job evaluation and recruitment processes.

### **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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