

29 September 2014**Agenda Item: 11****REPORT OF THE SERVICE DIRECTOR, CHILDREN'S SOCIAL CARE****ESTABLISHMENT AND REDESIGNATION OF POSTS IN CHILDREN'S
SOCIAL CARE****Purpose of the Report**

1. This report proposes that the following four posts be established within Children's Social Care: one Fostering Team Manager (0.5 full time equivalent (fte)), two Supervising Social Workers (2 fte) and one Business Support Officer (1 fte) at Clayfields House Secure Unit; and that one Social Work post (1 fte) be re-designated to that of a Practice Consultant.

Information and Advice

2. The four posts proposed for establishment are one Fostering Team Manager (0.5 fte), two Supervising Social Worker posts (2 fte) and one Business Support Officer (1 fte) at Clayfields House Secure Unit, which is a national resource, contracting with the Youth Justice Board for England and Wales.
3. The need for additional team manager capacity within the Fostering Service is attributable to the significant increase in one area of fostering activity - that of family and friends foster care. In a three year period, to 2012, there was a 193% increase in the number of referrals received by the Fostering Service to assess people as family and friends foster carers. In June 2014, the Divisional Leadership Team agreed that a new countywide fostering team would be created to deal with this type of fostering. Whilst the social work resources to staff this team will come from within existing staffing establishment, a team manager post is required to lead, manage and develop this team. The span of projected managerial control is such that a 0.5 fte team manager is required. Within the authority's Transformation Programme, and its investment in the internal Fostering Service, there is sufficient budget capacity to recruit a 0.5 fte team manager (Hay band D).
4. The need for additional supervising social worker capacity within the Fostering Service is attributable to the continued expansion of the fostering service. The authority's Transformation Programme is being effective in reshaping the business activity within the Fostering Service and, to support the continued growth of the authority's internal fostering capacity, the social work infrastructure needs to be increased. Supervising Social Workers assess and supervise foster carers and it is essential, to the provision of safe foster care, that there is the social work capacity to fulfil these roles. The authority's fee paid foster scheme, Fostering Futures, has increased its provision by 400% since

2008 and further expansion is intended. To support this expansion, two additional, full time equivalent Supervising Social Workers (Hay Band A/B) are required to join the Fostering Futures team. This proposal for expansion was considered by the Divisional Leadership Team in June 2014 and there is sufficient budget capacity, within the investment in the internal Fostering Service, to recruit two full time equivalent Supervising Social Workers.

5. The Business Support Officer post is to replace the Deputy Support Services Manager post, which has not been filled since becoming vacant. The Business Support Officer post will be on the same grade as the previous Deputy Support Services Manager post but will be primarily concerned with managing business support processes rather than the technical emphasis of the Deputy Support Services Manager post. Clayfields House is a self-financing business unit, operating as a £4 million trading organisation. It is now generating an increasing income, including finding jobs and educational / vocational facilities for young people who are serving a sentence, remanded or secured for welfare reasons. It has also embarked on a social enterprise working in partnership with the Gelders group, which officially opens in September 2014. Once fully operational, it will provide a provision for local schools within Nottinghamshire and Derbyshire, and the aim is for 80% of learners to be referred from mainstream education to the vocational centre. Due to the expansions of the operational business services, the original Deputy Support Services Manager's roles and responsibilities would not meet the requirements needed in relation to the high level of complex business support, including complex reports in relation to forecast outturns, quality assurance of aligning and reconciling large budgets, and financial requirements of a trading organisation along with managing a team and resources.
6. A 1 fte Social Work post (Hay Band B) within the fostering service's therapeutic fostering team is proposed for redesignation. This Social Work post is currently being used to provide therapeutic support to foster carers and consultancy to other social work staff in the Fostering Service. This is needed in order to meet the specialist needs of the foster carers in this team who are caring for children with very complex profiles and ongoing needs for therapeutic support. The current post-holder is a suitably qualified therapist and, whilst managed by a Fostering Team manager, clinical supervision is provided from within the Child and Adolescent Mental Health Service. A job evaluation process has been undertaken by the fostering team manager and an inequity has been identified. Work of similar value is being conducted in Children's Social Care at a practice consultant level not at a social work level. To redress this inequity, and to ensure that this therapeutic role is protected in the future, re-designation at Hay Band C is proposed.

Other Options Considered

7. No other options have been considered.

Reason/s for Recommendation/s

8. The establishment of a 0.5 fte Fostering Team Manager post will ensure that the creation of a new countywide family and friends fostering team is safely managed; that staff are safely supervised; that the family and friends fostering team is developed and compliant with a High Court ruling (Haringey March 2014) in this area of fostering activity; and that

the existing fostering management structure is enabled to focus upon its core foster carer recruitment and retention activities.

9. The establishment of two additional full time equivalent Supervising Social Worker posts will ensure that the authority's intention to recruit more fee paid foster carers to the Fostering Futures team is safely supported.
10. The recruitment of a Business Support Officer will ensure the smooth operation and delivery of the complex financial business, and its financial viability, essential for Clayfields House to remain open and to ensure the necessary support and management of the administration team.
11. The re-designation of 1 fte Social Work post to one of Practice Consultant will ensure that the current inequity within the Fostering Service, compared with a similar role in the wider Children's Social Care division, is addressed.

Statutory and Policy Implications

12. This report has been compiled after consideration of implications in respect of crime and disorder, finance, human resources, human rights, the NHS Constitution (Public Health only), the public sector equality duty, safeguarding of children and vulnerable adults, service users, sustainability and the environment and ways of working 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

13. The establishment of a 0.5 fte Fostering Team Manager post for the family and friends fostering team, 2 fte Supervising Social Worker posts, and the re-designation of 1 fte Social Work post (Hay Band B) to a Practice Consultant post (Hay Band C), can be met from the £196,000 that has been invested in the Fostering Service, as part of the authority's Transformation Programme.
14. The establishment of a 1 fte Business Support Officer at Clayfields House will be met by the current vacancy which is graded at the same level. Therefore there are no cost implications.

RECOMMENDATION/S

That:

- 1) the following four posts be established within Children's Social Care:
 - one Fostering Team Manager (0.5 fte Band D)
 - two Supervising Social Workers (2 fte Band A/B)
 - one Business Support Officer (1 fte grade 5) at Clayfields House Secure Unit
- 2) one Social Work post (1 fte Band B) be re-designated to that of a Practice Consultant (1 fte Band C).

- 3) one Deputy Support Services Manager post (1 fte grade 5) at Clayfields House Secure Unit be disestablished

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Constitutional Comments (SLB 10/09/14)

15. Children and Young People's Committee is the appropriate body to consider the content of this report; changes in staffing structures are subject to HR advice and consultation with the recognised trade unions.

Financial Comments (KLA 18/09/14)

16. The financial implications of the report are set out in paragraphs 13 and 14 above.

Background Papers and Published Documents

None.

Electoral Division(s) and Member(s) Affected

All.

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