

26<sup>th</sup> July 2021

Agenda Item: 16

## **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 Troubled Families Programme in 2020-2021.
2. To provide an overview of the changes to the programme for 2021-2022.
3. To seek approval to establish the following posts in The Family Service from 1<sup>st</sup> August 2021 to 31<sup>st</sup> March 2022:
  - 1 FTE (full-time equivalent) Supporting Families Project Officer (Grade 5)
  - 0.5 FTE Reducing Parental Conflict Coordinator (subject to job evaluation).

#### **Information**

4. Nottinghamshire's Early Help services, including The Family Service and Children's Centres, have been delivering the government's 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.
5. The programme has always had a 'payment by results' component, and as reported to Children and Young People's Committee in January 2021, Nottinghamshire was set a target to engage with a 517 families and make claims for successful outcomes for 866 families in 2020/21. The target was met and 100% of possible claims were made. In putting forward these claims Nottinghamshire has been able to evidence that all of the children deemed as vulnerable within these families have engaged with education during the COVID related schools' closures, and that when schools reopened all children had a minimum of 90% attendance. Within these families at least 37 adults have been supported to gain and

maintain employment, having been on benefits for an extended period of time before that. Nottinghamshire has been able to draw down £692,800 in payment by results funding as a result of these claims.

6. The Troubled Families programme has been extended for another year from April 2021 and rebranded as the Supporting Families Programme.
7. The programme continues to financially incentivise the whole family way of working through a payment by results model, and Nottinghamshire's target for 2021/22 is to engage and evidence positive sustained outcomes for 903 families.
8. Nottinghamshire has been allocated £1,217,000 of core funding for "providing intensive family support services and increasing the maturity of the Early Help system" and up to £722,400 for claims for successful family outcomes. The Supporting Families funding will provide £1.9m of the Family Service's £5.4m gross budget in 2021/22.
9. As part of the sign-up process for Supporting Families 2021-22, all upper-tier local authority Chief Executives have been asked to make several key commitments:
  - a. To integrate and transform local public services to embed whole family working using the Ministry of Housing, Communities & Local Government Early Help System Guide to inform the development, refinement and implementation of Early Help strategies (or equivalent).
  - b. To provide sufficient coordination to achieve the above commitments and nominate a senior responsible officer alongside a Supporting Families Coordinator to lead the transformation of the early help system across your local public service partnership.
  - c. To have sufficient development and analytical resource to improve systems to deliver the following milestones of data maturity, as a minimum:
    - i. Data governance at a strategic level is established overseeing data sharing and use across all partners to support families.
    - ii. Work with Local Authority and partner colleagues to gain access to person level data feeds including police data feeds for offending, domestic abuse, youth offending services data and education attendance and expulsions.
    - iii. Working towards or establish data sharing agreements for person level data on health, housing (rent arrears and antisocial behaviour) and homelessness.
    - iv. All individual indicators and outcomes (at indicator level) are embedded in the case management system from notification / assessment to closure.
10. Nottinghamshire has signed up to these commitments, which will be prioritised by Nottinghamshire's Safeguarding Children Partnership's Early Help Executive and delivered through the Early Help Strategy. The Early Help Strategy document is also being presented to Committee and is on the agenda of today's meeting.
11. It is proposed that an additional 1 FTE Supporting Families Project Officer (Grade 5) post is established within the Supporting Families team temporarily until March 2022. The Project Officer will increase the capacity of the team to monitor outcomes for families supported through the programme and maximise Nottinghamshire's income from payment by results.

Increased Project Officer capacity will in turn release the capacity of the existing Supporting Families Unit Leads to focus on the implementation of the Early Help Strategy priorities.

### **Reducing Parental Conflict Workforce Development Grant**

12. Parents play a critical role in giving children the experiences and skills they need to succeed. However, studies have found that children who are exposed to frequent, intense and poorly resolved parental conflict can be negatively affected in the short and longer term. It can impact on children's mental health, their early emotional and social development, their educational attainment and employability - limiting their chances to lead fulfilling, happy lives.
13. The latest figures show that in 2017-18, 12% of children in couple-parent families were living with at least one parent reporting relationship distress. Children living in workless families are two times more likely to experience parental conflict than in families where both parents are in work.
14. 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 the first phase of the programme training was made available to Family Service and Children's Centre Service staff. Staff were trained to recognise the presence and impact of parental conflict in families with whom they were working and on strategies for parents to reduce relationship conflict.
15. The next phase of the Reducing Parental Conflict Programme will run from April 2021 to March 2022. Nottinghamshire has been allocated a £37,795 workforce development grant to address parental conflict by embedding support for parents experiencing conflict and improving local capability to identify and support these parents.
16. It is proposed that a 0.5 FTE Reducing Parental Conflict Coordinator post (grade subject to job evaluation) is established within The Family Service. The Reducing Parental Conflict Coordinator will deliver Reducing Parental Conflict training to a wide range of staff across the Early Help Partnership to embed the programme across the system. They will facilitate community engagement and sustainability of the programme by supporting the delivery of the volunteer led 'Relationships Really Matter' programme, particularly focussing on engaging with community groups, churches, grandparent/pensioner lunch-groups, pre-schools. The Reducing Parental Conflict Coordinator will also support the roll out of One-plus-one, an online parenting support programme in which Nottinghamshire will invest a portion of the workforce development grant.

### **Other Options Considered**

17. Consideration was given to commissioning Reducing Parental Conflict training from a third sector organisation instead of developing an in-house training programme. This was explored and was not a cost effective option.

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

18. To inform the Committee of the performance of the Troubled Families Programme in 2020/21 and the changes to the programme, including the name change to Supporting Families programme and the sign up conditions.
19. To seek Committee approval for changes to staffing establishment which will support the delivery of the Reducing Parental Conflict Programme locally.

## **Statutory and Policy Implications**

20. 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**

21. Through a combination of the Transformation Grant, Attachment Fees, Payment by Results and Troubled Families reserve, Troubled Families funding provides £1.9m of the Family Service's £5.4m gross budget.
22. The cost of establishing an additional 1 FTE Supporting Families Project Officer post for eight months is £21,890. This will be funded through the supporting families grant, which has increased by £29,200 compared with 2020/21.
23. The anticipated cost of establishing a new 0.5 FTE Reducing Parental Conflict Coordinator post for eight months is £10,945. The post will be funded by the £37,795 workforce development grant, which is ring fenced for spending on implementing Reducing Parental Conflict in Nottinghamshire.

## **Human Resources Implications**

24. Following Job Evaluation, a recruitment exercise would be undertaken to fill the post of Reducing Parental Conflict Coordinator.

## **RECOMMENDATION/S**

That Committee:

- 1) agrees to receive a follow up report in six months and that this be included in the work programme.
- 2) approves to the establishment of the following posts in The Family Service from 1<sup>st</sup> August 2021 to 31<sup>st</sup> March 2022:
  - 1 FTE Supporting Families Project Officer (Grade 5)

- 0.5 FTE Reducing Parental Conflict Coordinator (grade subject to job evaluation).

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### **Constitutional Comments (AK 25/06/21)**

25. This report falls within the remit of Children and Young People's Committee by virtue of its terms of reference.

### **Financial Comments (LCD 24/06/21)**

26. Through a combination of the Transformation Grant, Attachment Fees, Payment by Results and Troubled Families reserve, Troubled Families funding provides £1.9m of the Family Service's £5.4m gross budget.
27. The cost of establishing an additional 1 FTE Supporting Families Project Officer post for eight months is £21,890. This will be funded through the supporting families grant, which has increased by £29,200 compared with 2020/21.
28. The anticipated cost of establishing a new 0.5 FTE Reducing Parental Conflict Coordinator post for eight months is £10,945. The post will be funded by the £37,795 workforce development grant, which is ring fenced for spending on implementing Reducing Parental Conflict in Nottinghamshire.

### **HR Comments (BC 16/06/21)**

29. The staffing implications are contained within the body of the report. The Reducing Parental Conflict Co-ordinator post will be subject to the agreed job evaluation process before recruitment occurs.

### **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.

[Troubled Families update and changes to The Family Service Staffing Establishment – report to Children and Young People's Committee on 18th January 2021](#)

[MHCLG Early Help System Guide](#)

**Electoral Division(s) and Member(s) Affected**

All.

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