

# Nottingham City Council Delegated Decision



**Nottingham**  
**City Council**

Reference Number:	3340
Author:	Tracey Nurse
Department:	Children and Adults
Contact:	Tracey Nurse (Job Title: Acting Head of Service, Email: tracey.nurse@nottinghamcity.gov.uk, Phone: 01158764524)
Subject:	Approval of funding for Pause Programme in Nottingham
Total Value:	£770,000 (Type: Revenue)
Decision Being Taken:	To be approve funding in order to set up, implement and run the Pause Programme in Nottingham for three years at £237,783 pa (Executive Decision) To establish the following roles for the programme: 1 FTE Team Manager Grade J, 2 FTE Family Support Worker Grade F, 1 FTE Social Worker (Level 2 or Level 3) Grade H and 1 FTE Coordinator Grade E (Non Executive Decision)
Reasons for the Decision(s)	Pause programme works with women who have suffered repeat removals of their babies due to safeguarding concerns. This programme seeks to engage these women and work intensively with them over an 18 month period in order to avoid future removals. If approved, the Nottingham Pause team would work with up to 24 women over the 18 month period
Briefing notes documents:	Not for Publications - BUSINESS CASE TO INTRODUCE PAUSE VERSION.docx
Other Options Considered:	We have considered the use of Social Impact Bonds in order to finance the Pause programme in Nottingham. However this option was not deemed to be financially viable and so was rejected
Background Papers:	None

<b>Published Works:</b>	Pause UK have their own website which provides detailed information on the background of the programme
<b>Affected Wards:</b>	Citywide
<b>Colleague / Councillor Interests:</b>	N/A
<b>Consultations:</b>	<div>Date: 31/07/2018</div> <div>Other City Council Bodies:03/04/2018 Councillor David Mellen -Portfolio Holder for Early Intervention and Early Years Councillor Chapman - Portfolio Holder for Finance, Resources and COMmercial Services</div> <div>Business case agreed and approval to present to Deputy Leader Councillor ChapmanApproval from Councillor Chapman to invest in Pause Programme</div>
	Those not consulted are not directly affected by the decision.
<b>Crime and Disorder Implications:</b>	Pause will contribute to reduction in crime and disorder since the programme provides opportunities for women to access help and support which leads to a reduction in anti social behaviour and offending behaviuor
<b>Equality:</b>	EIA not required. Reasons: no impact on service provision or staff
<b>Relates to staffing:</b>	Yes
<b>Decision Type:</b>	Portfolio Holder
<b>Subject to Call In:</b>	<div>No</div> <div>The call-in procedure does not apply to the proposed decision because the delay likely to be caused by the call in process would seriously prejudice the Council's or the public's interests. The Chair of the Overview and Scrutiny Committee (or Vice-Chair) in his/her absence has been consulted and agreed both that the decision proposed is reasonable in all circumstances and that it should be treated as a matter of urgency.</div>
	Person Consulted: Cllr Brian Parbutt
	Consultation Date: 29/11/2018

**The Pause programme is a national programme , the next training event which is a requirement for all staff recruited to the programme is March 2019. If we do not recruit to these posts by January 2019, we will miss the training event and cannot go live in April. Prospective candidates need to be in the recruitment stage by January 2019 given their notice periods are likely to be 2 months and this means they cannot take up posts until March 2019**

**Advice Sought:**

**Legal, Finance, Human Resources**

**Legal Advice:**

**I have no specific children's social care legal comments to make. However, I am aware from national discussions regarding the Pause Programme in many legal forums, including the Law Society Public Law Sub-Group, that the Pause programme is highly regarded for its innovative, dynamic and creative approach to meeting the needs of women who have had multiple children previously removed from their care. Its therapeutic, practical and behavioural support can help break this cycle of removal and consequently, has to lead to a reduction in care proceedings being issued with this background of abuse and trauma. In looking at the financial information provided, it will also be cheaper to the Council to provide therapy over the prescribed period than to issue care proceedings.**

**Advice provided by Claire Knowles (Team Leader) on 12/10/2018.**

**Finance Advice:**

**PAUSE is a preventative programme that aims to reduce the number of babies at risk of care proceedings. The impact of the programme expects to prevent an increase in children in care numbers and costs. The total cost over a three-year period is £0.770m**

**PAUSE is an 'Invest to Save' programme requires an initial investment of £0.233m to be funded through contingency. The savings generated in years two and three will fund subsequent year's costs. Payback is 1.98 years.**

**Annual costs of £0.233m in year one to £0.269m in year 3 include:**

- . Staffing**
- . Licence fee**
- . Resources for women**
- . IT equipment**
- . Other consumables such as travel**

**This programme aligns to the Childrens Big Ticket. Regular monitoring of the programme is through the Childrens Big Ticket Board.**

**Advice provided by Christine Green (Senior Commercial Business Partner) on 26/10/2018.**

**Advice documents: 2018 10 26 Financial Observations PAUSE.docx**

**HR Advice:**

Management are proposing to create the posts of Pause Lead Practitioner (Grade J), Pause Practitioner Level 1 (Grade G), Pause Practitioner Level 2 (Grade H) and Pause Practice Co-Ordinator (Grade E), all of which have been evaluated in accordance with the GLPC Job Evaluation Scheme and approved. The Pause Practitioner Level 2 post-holder will be a qualified social worker with a minimum of 3 years post-qualifying experience. At present this attracts a market supplement of £1,963 per annum at H1 and £90 per annum at H2. This is a temporary element and will expire on 31.1.19, at which point any ongoing payment will be reviewed for the qualified social worker workforce.

Management will need to ensure that recruitment is conducted through the appropriate processes, including redeployment although the Pause Practice Lead and Pause Practitioner posts (Level 1 and 2) are considered 'expert' roles and this should be considered in order to prevent any delay to the recruitment process.

As part of obtaining the Licence for the Pause Programme, there is a requirement to use specific job descriptions and recruitment will need to commence in order for the appointed postholders to go through the mandatory training early in 2019.

Management should be aware that the selected postholder(s) should commence on a starting salary of Level One within the respective Grade, unless the appointed colleague is already in employment at the council and on Level two of the same grade, in which case the employee would be matched over at the rate of pay they currently receive.

There will need to be a support and development plan for the new post holder once appointed in line with managing performance through the new probationary policy.

The Licence is for a period of 3 years and the post-holders will therefore be temporary and employed on a fixed term basis subject to the renewal of the licence and evaluation of success of the PAUSE programme in Nottingham City. An appropriate exit strategy must be in place in order to terminate the contracts in line with NCC guidance in the event that the post cannot be made permanent at the end of the fixed term period. Management will need to ensure appropriate timelines are in place to notify the affected employee and give appropriate notice.

Advice provided by Marie Read (HR Consultant (Departmental)) on 26/10/2018.

**Signatures**

David Mellen (PH Early Intervention and Early Years)
SIGNED and Dated: 29/11/2018
Helen Blackman (Director of Children's Social Care)
SIGNED and Dated: 29/11/2018