

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:

3984

Author:

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Department:

Children and Adults

Contact:

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Subject:

Awarded Grant from the Youth Endowment Covid-19 Fund

Total Value:

£192,566 (Type: Revenue)

Decision Being Taken:

1) To agree to accept funding retrospectively from the Youth Endowment Covid-19 Fund. 2) To use the awarded funding for the provision of 4 detached and 1 senior detached youth workers over a 12-month period, training, and the running costs of the Youth Van, applied under the detached youth work criteria. There is also money to support referrals to three voluntary organisations: one offers pro-social modelling, one offers counselling and mentoring, and the other offers mentoring. The funding for the new posts is to be approved by the Portfolio Holder as an executive decision, and the establishment of the posts is to be approved by the Corporate Director as a non-executive decision under Delegation 16.

Reasons for the Decision(s)

The Council aims to provide this detached youth work for 12 months from the August 2020 to August 2021. Detached youth work sessions are in areas that have identified concerns regarding youth violence/offending behaviour. Participation will be voluntary. Staff will be provide with training and supported by JNC-qualified youth workers, which will enable them to have an understanding of the theory that underpins effective youth work practices. They will also be provide with information on the consequence of offending, and the criminal justice process in relation to young people. They will be able to provide general advice and guidance including basic sexual health, mental health support and sign-posting. The model will base staff within an existing specialist service and prevention element of Nottingham City Youth Justice Service, which focuses on preventing young people from becoming engaged in criminal behaviour. It will operate within an established multi-agency partnership. This means that staff will be able to be deployed immediately, with no additional management or back office costs. Play and Youth work staff with the requisite skills are in place, so this model can be deployed quickly. These posts will be backfilled to ensure that any funding received provides additional capacity in the City. If successful, this will enable work to start in August 2020, supported with the additional offer of referring on to the three partners identified to provide pro-social modelling, counselling and mentoring services. The youth van supported by the funding is also ready for use.

The mobile detached youth team will work to engage with young people at risk of violence/criminal behaviour. Young people will be able to have access to advice and support and engage in themed projects and exercises. They will be supported to identify and lead on what the projects will focus. They will have the option of being referred on to the three identified project that will provide pro-social modelling, counselling and mentoring services. Young people will be advised on risk and supported to have safety plans if they are at risk of serious violence, with the use of a tool adapted for Nottingham from the Contextualised Safeguarding Network resources. They will be supported to be heard, and encouraged to engage in our young people's council. The aim is to prevent young people getting involved in violence and or anti-social/offending behaviour; enable them to build resilience and make better life choices; support them to start making plans for their futures; find positive alternatives for risk-taking behaviour; enable young people to build trusted relationships and access additional services and support; and ensure that they are engaged in some form of education. The youth van will be used 3 times each week for a total of 4 hours, with two 2-hour session on each night. The aim is to engage young people for at least an hour on each session.

Other Options Considered:

1) To refuse the offer of the funding: this option was rejected as accepting the fund gives the Council the opportunity to provide an early intervention offer to young people across the city who have been identified at risk of offending. Due to lockdown restrictions, many provisions for children and young people have been closed or significantly reduced. Having the deattached team of youth workers will enable us to support young people to re-engage or engage with positive activities provided by the Council and the volunatary sector.

Background Papers:

None

Published Works:

None

Affected Wards:

Citywide

Colleague / Councillor Interests:

None

Consultations:

Those not consulted are not directly affected by the decision.

Crime and Disorder Implications:

This fund will enable us to have a team of detached youth workers who can be deployed across the city to indentify, engage and direct young people into constructive activities. This will support a contexulised safeguarding approach within the areas the team are allocated to target. The focus of the work will be to prevent young people being involved in serious youth violence and or criminal behaviour. For Nottingham, the 2018/19 cost to manage youth remands was around £900,000. The National Audit Office (2011) estimated the costs of youth offending for the most costly 10% of youth offenders was £105,000 per year.

Equality:

EIA document: 27.07.2020- Youth Endowment Equality Impact Assessment Form.docx

Social Value Considerations:

Not applicable.

Relates to staffing:

Yes

Decision Type:

Portfolio Holder

Subject to Call In:

No

Person Consulted: Not applicable

Consultation Date: 03/09/2020

The decision seeks retrospective approval for the urgent acceptance of grant funding provided during the Coronavirus emergency.

Advice Sought:

Legal, Finance, Procurement, Human Resources, Equality and Diversity

Legal Advice:

Given that this decision is in respect of grant funding, it will be subject to grant funding conditions that may be subject to clawback from the Council if not complied with. Accordingly, the Council needs to ensure that any contracts awarded to external providers oblige them to comply with the grant funding conditions so as not to bring the Council into breach of the same. The report author advises that each external contract will have a total estimated value of £20,000 or less and, therefore, no procurement issues arise from this proposed decision.

Advice provided by Sarah O'Bradaigh (Senior Solicitor) on 19/08/2020.

Finance Advice:

The decision requests approval to accept and spend against the Youth Endowment Fund Covid-19 Grant. The grant is to enable face-to-face delivery of detached youth work that supports young people at risk of youth violence. The grant is restricted for this purpose. The maximum grant available to Nottingham City is £193,000 for the duration of the programme. The service indicates the programme will commence in August 2020 to August 2021.

The decision seeks approval to appoint 5 full-time equivalent roles to deliver the contract and the running costs associated with the Youth Van. In addition to the above, other costs such as bespoke training and working collaboratively with partner organisations are included. The costs identified by the service are within the above funding. This advice assumes partners are familiar with all of the contractual conditions, and that the Council not responsible for any costs over and above their agreed financial value. The Service is planning to utilise existing staff in order to deploy the model quickly and backfill substantive posts. This advice assumes no agency or additional costs will be necessary to achieve this.

Schedule 1 of the contract indicates funding will be paid in advance on a quarterly basis, subject to completion of the prior milestone and 80% of the prior advance spent. Payment is based on the project's actual spend, and underspends are subject to clawback within 30 days of the final report. It is recommended that regular reviews are undertaken to ensure that spend is in accordance with the grant conditions; forecasts include any underspends to be reimbursed; and costs do not exceed funding that result in the Council incurring expenditure not included in the Medium-Term Financial Plan or approved in advance by YEF through a contract modification.

Advice provided by Christine Green (Strategic Finance Business Partner) on 21/08/2020.

Procurement Advice:

This decision relates to the acceptance and use of grant funding awarded through the Youth Endowment Covid-19 Fund for the provision of detached youth work and additional mentoring and support services to be delivered by partners named in the funding application. In relation to the allocation of funding to the external providers, the value of this spend is below the thresholds within the Council's Financial Regulations requiring a procurement process, therefore there are no procurement issues arising. In the use of this funding, the grant conditions should be fully complied with and appropriate agreements should be in place with the external providers to ensure the satisfactory performance and compliance with the funding conditions.

Advice provided by Jo Pettifor (Procurement Team Manager) on 18/08/2020.

HR Advice:

Management needs to ensure that the proposed posts are correctly evaluated through a Job Evaluation. Management will need to ensure that recruitment is conducted through the appropriate processes, including redeployment consideration. Management should be aware that the selected post-holders 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 2 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.

As the posts are temporary, an appropriate exit strategy must be in place in order to terminate the contracts in line with Council 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.

Further, due to the Coronavirus pandemic, management must ensure that appropriate advice, guidance and training is provided to all staffing in relation to the use of Personal Protective Equipment (where applicable), social distancing, cleaning of equipment used, incident reporting frameworks, etc.

Advice provided by Aadil Bhatti (HR Consultant) on 08/09/2020.

Equality and Diversity Advice:

There is no impact to any of the protected characteristics.

Advice provided by Rosie Donovan (Equality and Employability Consultant) on 02/09/2020.

Signatures

Cheryl Barnard (Portfolio Holder- Children and Young People)

SIGNED and Dated: 15/09/2020

Catherine Underwood (Corporate Director for People)

SIGNED and Dated: 15/09/2020