

15/02/2021

Briefing note for Portfolio Holder Briefing – Parent Infant Relationship service

The Bid

Nottingham City Council Early Help Team submitted a joint bid with Targeted CAMHS for the SSBC funded Parent Infant Relationship team in December 2020 and have now been informed that our bid was successful, subject to contracts being agreed and signed.

The Value of the Contract is for £1,050,000 for a period of 3 years (with the Commissioner having the option to extend the Contract for up to a further 2 years).

Background

The first 1001 days of life is a period of rapid growth, when the foundations for later development are laid. During this time, babies' brains are shaped by the interactions they have with their parents. Persistent difficulties in early relationships can have pervasive effects on many aspects of child development, with long term costs to individuals, families, communities and society.

Many practitioners supporting children and families in Nottingham would benefit from a parent-infant relationship team to offer them training and to support their work on a day-day basis. Training would focus on early child development including topics such as, brain development, attachment, the parenting couple and how to promote early relationships. The team could support practitioners to read babies' pre-verbal cues and then up skill them to work with parents, babies and their relationships, or even to support them in making assessments to refer onto more specialist interventions. This is true preventative work: acting early and holistically considering the needs of mums, dads and the baby as a family unit in order to prevent potential harm to babies' emotional wellbeing and later mental health.

National picture

Across the UK there are only 27 parent-infant relationship teams in operation, all with the following shared goals:

- To be expert advisors and champions for parent-infant relationships
- To drive change by empowering professionals to turn families' lives around.
- To offer high-quality therapeutic support for families experiencing severe, complex and/or enduring difficulties in their early relationships
- To support babies on a positive developmental trajectory

Aims for Nottingham

- Identification of families most vulnerable to a poor parent infant relationship through a co-production model and partnership working, offering a targeted / specialist intervention at the earliest time possible.
- Training and support will be offered to wider services will upskill the partnership to identify and intervene early through a preventative and early intervention model.
- Positive parent infant relationships will be evidenced through improved child development, reduced behaviour struggles, and a reduction in children needing to be accommodated.

Mitigation of Financial Risks– Parent and Infant Relationship (PIR) Service

The Financial observations of the PIR service DDM were reviewed by Christine Green, Strategic Finance Business Partner (Childrens & Education) on 23 August 2021. The following risks were highlighted and the mitigations for each risk are explained below.

- Sickness or other cover of staff, including agency provision: the service confirms no additional budget is available to cover costs such as sickness, however delivery of the service will be in line with capacity to avoid financial risk to the organisation.

Mitigation – The service will adhere to NCC sickness absence policy and procedure. Service delivery will be in line with team capacity – offering group and individual interventions, that can be adjusted as required to meet capacity needs and service demands.

- No exit costs, including redundancy: the service confirms no additional budget is available to cover the risk of redundancy costs; however, due to the slippage in recruitment, the budget estimated savings will be earmarked to mitigate any potential costs circa £0.050m. This will need to be factored into the budget and forecasting assumptions including any impact to achievement of KPIs.

Mitigation – As per the financial advice, the budget accrued due to slippage will be protected for exit costs and factored into budget forecasting.

- No rent or insurance costs – potential internal recharge: the service indicates the budget includes rent costs, and hybrid working will mitigate further building costs.

Mitigation – A hybrid model of working will reduce building requirement. Interventions will be aligned to existing services for parents and babies, and it is anticipated that delivery will take place within Children’s Centres, Health Centres etc where needs are identified.

- Purchase Orders are essential in line with the ‘No PO, No Pay’ policy.

Mitigation – the team includes a Business support officer role, who will be responsible for raising the Purchase order. The team manager will have financial responsibility (including full financial regulations training) for the budget and provide forecasting / actual spend reports.

- Year2+ payments linked to KPI performance: the service indicates an agreement with commissioners to secure a part time data analyst for accurate monitoring, recording and performance is in place. Furthermore, regular service reviews will address any issues including additional budget requirements. Approval is required to amend the contract to ensure no further financial liabilities to NCC.

Mitigation – Monthly contract meetings take place between NCC service managers (Anna Masding and Julia Bramble) and SSBC contract leads. Approval will be sought from the commissioners to amend the contract to ensure no further financial liabilities to NCC.

- In light of the organisations financial position, it is imperative the service is able to evidence any exit strategies will not incur liabilities for the organisation, and that the service achieve their KPI targets. The finance advice strongly recommends the **Childrens Sustainability Board is responsible for oversight of the programme including its financial performance.**

Mitigation – Proposal will be put to the chair of the Children’s Sustainability Board for oversight of the programme, including its financial performance.

Julia Bramble

Service Manager, Early Help

Children’s Integrated Service

Julia.bramble@nottinghamcity.gov.uk

01/09/2021

Equality Impact Assessment Form

[screentip-sectionA](#)

1. Document Control

Control Details:

Title:	To develop the PIR Service following the awarded tender
If this is a budget EIA please ensure the title is the same as the title used within the budget booklet	
Author:	Anna Masding and Julia Bramble
Director:	Helen Watson
Department:	Children and Adults
Service Area:	Early Help
Contact details:	Anna.masding@nottinghamcity.gov.uk 07930281646
Strategic Budget EIA: Y/N (Does this EIA have an impact on the budget)	NO
If yes, please include the reference number	
Exempt from publication: Y/N (All EIA's are published on Nottingham Insight for public viewing unless specified. Exemption criteria is available on the EIA section on the Intranet)	NO

2. Document Amendment Record:

Version	Author	Date	Approved
One	Anna Masding and Julia Bramble	19/03/2021	
Two	Anna Masding (amended document following Rosey Donovan's comments)	14/04/2021	

--	--	--	--

3. Contributors/Reviewers (Anyone who has contributed to this document will need to be named):

Name	Position	Date
Rosey Donovan	Equality and Employability Consultant	12/04/2021

4. Glossary of Terms

Term	Description
PIR	Parent Infant Relationship
SSBC	Small Steps Big Changes
CAMHS	Child and Adolescent mental health service

[screentip-sectionB](#)

5. Summary

(Please provide a brief description of proposal / policy / service being assessed)

Nottingham City Council has been awarded a 3 year contract by SSBC to develop and deliver a PIR service. The service will provide a targeted offer for parents antenatal and to up to 2 years following birth to build positive relationship, attachment and bonding with their child, with an aim to reduce the likelihood of mental health difficulties/family breakdown later in life.

The service will be co-produced with parents and stakeholders and will carefully consider and engage our seldom heard communities/families. The stakeholders will include parent/carer volunteers, social care, education, health, voluntary sector reps, Small Steps commissioners and partners, CAMHS, Early Help, Specialist CAMHS and adult mental health.

[screeintip-sectionC](#)

6. Information used to analyse the effects on equality:

(Please include information about how you have consulted/ have data from the impacted groups)

SSBC have spent 2 and half years identifying this gap in services and developing the proposal and rationale for this service in collaboration with other local authorities and the infant mental health foundation, and Nottingham families and providers.

7. Impacts and Actions:

<u>screeintip-sectionD</u>	Could particularly benefit X	May adversely impact X
People from different ethnic groups.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Men	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Women	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Trans	<input type="checkbox"/>	<input type="checkbox"/>
Disabled people or carers.	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy/ Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>

Older	<input type="checkbox"/>	<input type="checkbox"/>
Younger	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please underline the group(s) /issue more adversely affected or which benefits.</i>		

<p style="text-align: right;"><u>screeentip-sectionE</u></p> <p>How different groups could be affected (Summary of impacts)</p>	<p style="text-align: right;"><u>screeentip-sectionF</u></p> <p>Details of actions to mitigate, remove or justify negative impact or increase positive impact (or why action isn't possible)</p>
<p>Provide details for impacts / benefits on people in different protected groups.</p> <p>Note: the level of detail should be proportionate to the potential impact of the proposal / policy / service. Continue on separate sheet if needed (click and type to delete this note)</p> <p>People from different ethnic groups</p>	<p>Continue on separate sheet if needed (click and type to delete this note)</p> <p>The PIR service will provide a positive equality impact across, initially the 4 wards, and then it will aim to positively impact the whole city.</p> <p>In year one the service will be based in the 4 SSBC wards (Bulwell, Aspley, Arboretum and St Anns) these are diverse</p>

<p>Men & Woman</p>	<p>communities with a range of families accessing services who's needs and experiences will vary and this service aims to ensure inclusivity, through the recruitment of parent volunteers and the team, we will aim to recruit a workforce who represent the diversity of the communities that we will serve.</p> <p>The research that underpins the service identifies the importance of fathers, mothers and male and female family members/friends in a child's life to build positive relationships and attachments. This will be evidenced by the referrals criteria, the interventions and feedback provided.</p>
<p>Pregnancy/ Maternity</p>	<p>The research highlights the importance of the first 1001 days of a child's life and that this is an important opportunity to ensure the parents are supported where needed, as early as possible. The PIR service will work closely with all service providers (including social care, health visitors etc.) and the service will promote the understanding of the importance of the infant mental health needs of a baby.</p>
<p>Younger</p>	<p>As above.</p> <p>PIR teams can transform life chances of babies yet there are only 36 specialist PIR teams in operation nationally. Therapeutic work with babies and their parents is significantly different from work with older children and young people. It is important and skilled work that requires expertise in child development and in communications between parents and their babies. The Parent Infant Foundation is working hard to collate evidence from existing PIR teams across the UK and we aim to be able to contribute our learning, the outcomes and families' experiences of the service into this evidence.</p>

8. Arrangements for future monitoring of equality impact of this proposal / policy / service:

We aim to closely monitor our data that will include the demographics of where referrals are from and which areas, ethnicity of families, etc. with commissioners. Where we identify any gaps around access we will ensure that we work with our parent volunteers to help us engage with communities and improve equality of access.

9. Outcome(s) of equality impact assessment:

<input checked="" type="checkbox"/>	No major change needed	<input type="checkbox"/>	Adjust the policy/proposal
<input type="checkbox"/>	Adverse impact but continue	<input type="checkbox"/>	Stop and remove the policy/proposal

10. Approved by (manager signature) and Date sent to equality team for publishing:

<p>Approving Manager: The assessment must be approved by the manager responsible for the service/proposal. Include a contact tel & email to allow citizen/stakeholder feedback on proposals.</p>	<p>Date sent for advice: Send document or Link to: equalities@nottinghamcity.gov.uk</p>
<p>Approving Manager Signature:</p>	<p>Date of final approval:</p>

Before you send your EIA to the Equality and Employability Team for advice, have you:

1. Read the guidance and good practice EIA's
<http://intranet.nottinghamcity.gov.uk/media/1924/simple-guide-to-eia.doc>
2. Clearly summarised your proposal/ policy/ service to be assessed.

3. Hyperlinked to the appropriate documents.
4. Written in clear user-friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly, when this is going to happen.
7. Clearly cross-referenced your impacts with SMART actions.

PLEASE NOTE: FINAL VERSION MUST BE SENT TO EQUALITIES OTHERWISE RECORDS WILL REMAIN INCOMPLETE.