

# Nottingham City Council Delegated Decision



**Nottingham**  
**City Council**

<b>Reference Number:</b>	4486
<b>Author:</b>	Deborah Hemsley
<b>Department:</b>	People
<b>Contact:</b>	Deborah Hemsley (Job Title: Executive Officer, Email: debbie.hemsley@nottinghamcity.gov.uk, Phone: 0115 865151)
<b>Subject:</b>	Improvement Grant Funding from the Department of Education
<b>Total Value:</b>	£560,160 (Type: Revenue)
<b>Decision Being Taken:</b>	Accept the grant funding of £560,160 for the Department of Education To delegate authority to the Director of Children's Integrated Services, to spend against the grant on the additional resources required to ensure improvement is visible in Nottingham when the next full graded inspection is undertaken by Ofsted. As detailed in the attached appendix.
<b>Reasons for the Decision(s)</b>	Following an Ofsted focused visit in February 2020 recommendations were made for practice improvement, inspectors found that the experience of Children in Need and Child Protection had deteriorated, On 30th June 2021 Ofsted undertook a follow up Focused Visit of the same elements of service and no further Priority Actions and no further Areas for Improvement were sourced. However this grant funding from the Department of Education will support and ensure practice improvement is visible in Nottingham' when the next full graded inspection is undertaken by Ofsted. This Grant is to support the Council to improve the outcomes of Nottingham's vulnerable children and young people by driving forward sustainable improvements to children's services. The overall objective of the grant is to support with improving the quality of children's services in Nottingham City, which will be demonstrated through Ofsted's next full ILACS inspection. This Improvement funding will support in gaining additional resource which is required to support inspection readiness.
<b>Briefing notes documents:</b>	Appendix- Additional Resource.docx

**Other Options Considered:** Doing nothing was considered but this was REJECTED as following an Ofsted focused visit in February 2020 recommendations were made for practice improvement, inspectors found that the experience of Children in Need and Child Protection had deteriorated, On 30th June 2021 Ofsted undertook a follow up Focused Visit of the same elements of service and no further Priority Actions and no further Areas for Improvement were sourced. However this grant funding from the Department of Education will support and ensure practice improvement is visible in Nottingham when the next full graded inspection is undertaken by Ofsted.

**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:** None

**Equality:** EIA not required. Reasons: This decision does not set out proposals for changes to policy, service or function

**Relates to staffing:** Yes

**Decision Type:** Portfolio Holder

**Subject to Call In:** Yes

**Call In Expiry date:** 12/01/2022

**Advice Sought:** Legal, Finance, Human Resources

**Legal Advice:** I have not been provided with a copy of the grant funding offer letter. However, central government grant funding as a matter of practice contains grant funding conditions which if not complied with, could lead to the clawback or suspension of some or all of the grant funding from the Council. Advice provided by Sarah O'Bradaigh (senior solicitor) on 01/12/2021.

**Finance Advice:**

**The decision is to approve the acceptance and spend associated with the improvement grant from the Department of Education. The grant aims to support improving outcomes for vulnerable children and young people.**

**The funding allocation for Nottingham City Council is up to a total of £0.560m until the end of 31 March 2022. The grant funding is provided on the strict understanding it is ringfenced for the purposes set out in the agreement dated November 2021. The funding is paid in arrears following the receipt of work completed and outputs.**

**Spend should be in accordance with the grant conditions. Robust financial management is essential to this process and forms part of the evidence requirements as per Section B 'Statement of Expenditure'.**

**Considering the organisations financial position, it is imperative the service will not incur liabilities for the organisation, and that the service operate within the grant conditions. The finance advice recommends the Childrens Sustainability Board is responsible for oversight of the programme including its financial performance.**

**Advice provided by Christine Green (Strategic Finance Business Partner) on 10/12/2021.**

### **Improvement Director**

. The Council's policy and procedures on sourcing consultants through the E-Tips and GRI frameworks should be reviewed if not already done so. However, due to the level of expertise required, the manager should engage with procurement to source appropriate resources.

### **Thematic social work practice improvement clinics**

. HR Advice - Ensure an open and transparent recruitment process is utilised to allow equal opportunity of applications to be submitted from across CIS from suitable qualified and experienced SW practitioners who will provide real value in terms of practice improvement.

. The NCC policy and procedures on the hiring of Agency staff should be followed and adhered to, including the neutral vendor system, and the national Agency Worker Regulations. The hiring manager should liaise with their Departmental HR team regarding for further support.

### **Strengthening Social Work Management and Leadership**

. External management coaching support: The Council's policy and procedures on sourcing consultants through the E-Tips and GRI frameworks should be reviewed if not already done so. However, due to the level of expertise required, the manager should engage with procurement to source appropriate resources.

. Peripatetic Team Manager: The NCC policy and procedures on the hiring of Agency staff should be followed and adhered to, including the neutral vendor system, and the national Agency Worker Regulations. The hiring manager should liaise with their Departmental HR team regarding for further support.

### **Quality Assurance**

. HR Advice - The NCC policy and procedures on the hiring of Agency staff should be followed and adhered to, including the neutral vendor system, and the national Agency Worker Regulations. The hiring manager should liaise with their Departmental HR team regarding for further support.

. Explore internal act up options for the QA positions and the redeployment register for the Business Support role.

### **Voice of the Child / Family**

. Job evaluation will be required if there are new or amended job descriptions created, to confirm the appropriate grades.

. A business case for recruitment is required with the support of the relevant Director and all requests should be submitted through the recruitment portal. All posts will be considered for redeployment and internal resource options should be considered first. Pay must adhere to NCC's pay policy and established grading scheme. Training, development and support for employees moving into the new posts should be considered, and performance managed through the internal assessment and review process.

**. Management must ensure that there is an exit strategy in place to terminate any fixed term or temporary contracts at the end of the trial if applicable. At the end of the trial, seconded employees will revert to substantive posts and any backfill arrangements terminated.**

#### **Managing Impact of Court Delays**

**. A business case for recruitment is required with the support of the relevant Director and all requests should be submitted through the recruitment portal. All posts will be considered for redeployment and internal resource options should be considered first. Pay must adhere to NCC's pay policy and established grading scheme. Training, development and support for employees moving into the new posts should be considered, and performance managed through the internal assessment and review process.**

#### **Pilot Case Progression Manager (+ Business Support)**

**. Job evaluation will be required if there are new or amended job descriptions created, to confirm the appropriate grades.**

**. A business case for recruitment is required with the support of the relevant Director and all requests should be submitted through the recruitment portal. All posts will be considered for redeployment and internal resource options should be considered first. Pay must adhere to NCC's pay policy and established grading scheme. Training,**

**Signatures**

<b>Cheryl Barnard (Portfolio Holder- Children and Young People)</b>
<b>SIGNED and Dated: 05/01/2022</b>
<b>Catherine Underwood (Corporate Director for People)</b>
<b>SIGNED and Dated: 24/12/2021</b>