

## Operational Decision Record

<b>Publication Date</b> 30/05/2023	<b>Decision Reference Number</b> 4952
<b>Decision Title</b>	
DFE grant – commissioning of restorative practice training provider	
<b>Decision Value</b>	
£99,999	
<b>Revenue or Capital Spend?</b>	
Revenue	
<b>Department</b>	
People	
<b>Contact Officer (Name, job title, and contact details)</b>	
Sam Morris, Head of Children’s Strategy and Improvement, <a href="mailto:sam.morris@nottinghamcity.gov.uk">sam.morris@nottinghamcity.gov.uk</a>	
<b>Decision Taken</b>	
1. To delegate authority to the Head of Children’s Strategy and Improvement to appoint an external provider of Restorative Practice Training to provide training to the Children’s Integrated Services workforce.	
<b>Reasons for Decision and Background Information</b>	
<p>Nottingham City Children’s Services received its Inspection of Local Authority Children’s Services in July 2022, at which it was judged to be inadequate. As part of Children’s Integrated Service’s Improvement journey, we have secured funding from the Department for Education to enhance the development opportunities for our workforce. We are seeking to procure additional training to build upon and support the development of our strengths-based practice which already includes signs of safety. We see restorative practice as a complimentary element of our work. Children’s Integrated Services comprise a range of services – Early Help, Children’s Social Care, Children in Care and Care Leavers. To ensure all workers are operating in a strengths based and restorative way, we wish to train our leadership team and the wider workforce on the key principles of restorative practice, which would strengthen our strengths-based approach to working. In this way the leadership team would be able to support the workforce to embed the practice and model this to the wider Children’s Integrated Services workforce, developing a strong culture in the service, that would then support new starters to understand the ethos and ways of working. This would allow us to incorporate the restorative practice principles and learning into ways of working, induction, policies and</p>	

procedures and learning and development packages ensuring the principles are embedded in everything the service does going forward.

### **Other Options Considered and why these were rejected**

Option 1 – do not commission an external provider and provide the training internally. This is not a preferred option as the service do not have the expertise or skills to deliver this internally. The Department for Education have agreed to provide grant funding to enable us to commission external providers (eDDM ref 4930). A condition of the grant is that the money can only be spent on the approved area of spend and therefore the Local Authority would not be able to draw down this element of funding. It would create a reputational risk with the DfE if the activity were not commissioned and could jeopardise future bids.

Option 2 – do nothing. This is not a preferred option. As noted above, the Department for Education have already committed the funding and have an expectation that the Local Authority will spend the money on the items identified. It would create a reputational risk to refuse the monies - both in terms of potential future bids, but also the need to move at pace to make practice improvements. Without the funding Children's Services will struggle to deliver key practice improvements at pace and risk being able to make the significant improvement required to satisfy Ofsted and provide them with assurance at future inspection visits.

### **Reasons why this decision is classified as operational**

The reason this decision is classified as operational is this spend is within an agreed budget - DfE grant monies and has been planned spend within this financial year to meet DfE grant conditions. It would not require any additional budget. The total value of the decision would fall below £100,000.

### **Additional Information**

This decision relates to the commissioning of training from an external provider to offer training in Restorative Practice to build the strengths based working practice of the Social Work teams. Total funding for this training is available from the DfE up to £100,000 and these funds are to be specifically for this purpose. This training must cost less than £100,000. There is no impact on the general fund.

**Advice provided by**  
**Clare Rickett, Senior Commercial Business Partner**  
**15 May 2023**

### **Decision Maker (Name and Job Title)**

Catherine Underwood  
Corporate Director for People

A handwritten signature in black ink, appearing to read 'C. Alford', is centered within a rectangular box.

30/5/2023

**Scheme of Delegation Reference Number**

4952

**Date Decision Taken**

30/05/2023