

Nottingham City Council Delegated Decision



Nottingham
City Council

Reference Number:	3228
Author:	Jessica Janes
Department:	Children and Adults
Contact:	Jessica Janes (Job Title: Business Change Manager, Email: jessica.janes@nottinghamcity.gov.uk, Phone: 64367)
Subject:	Establishing additional roles within Leaving Care Team in CIS
Total Value:	214,586.00 (Type: Revenue)
Decision Being Taken:	1) To approve the receipt of grant funding totalling £24,344 from Department of Education 2) To approve the receipt of European Social Fund totalling £190,242 (to be confirmed by DWP) 3) To approve use of the funding for newly established posts 4) For the Corporate Director only to approve the creation of two Personal Advisors at grade F at an annual cost of £65,510 (including on costs) and a Team Manager post (at grade J at an annual cost of £54,883 (including on costs), under Scheme of Delegation 16.
Reasons for the Decision(s)	Recently published statutory guidance means that care leavers up to the age of 25 will be able to request support from the leaving care service. Currently there are 274 open care leavers excluding those whose case was closed at the age of 21 years but may not yet have reached the age of 25. This will represent a significant increase in demand. All young people are required to have a pathway plan which is reviewed at least every six months, or when there are significant changes. Current capacity in the team is insufficient to respond to level of demand at either an operational or managerial level. In response to peer reviews and inspection recommendations, in order to promote more robust transition planning the team is to become a 16plus team hence will need a social work qualified team manager.
Other Options Considered:	Do nothing - this is not the preferred option as it would not enable us to meet new statutory requirements. Due to the published statutory guidance indicating that personal advisors are required for all care leavers up to the age of 25 and the fact that existing personal advisors are working at full capacity means that the only way to ensure a suitable service for care leavers is to increase the existing numbers of staff.

Background Papers:	None.
Published Works:	Children and Social Work Act 2017.
Affected Wards:	Citywide
Colleague / Councillor Interests:	None.
Consultations:	Those not consulted are not affected by the decision.
Crime and Disorder Implications:	The statutory duty placed on the local authority to offer Personal Advisor support to all care leavers up to the age of 25 means that under the corporate parenting principles the local authority will act in the best interests, and promote the physical and mental health and well-being of those young people. They must have regard for the fact that the young people should be safe, and have stability in their home life, work and relationships and this will assist in the prevention of criminal or anti-social behaviour.
Equality:	EIA not required. Reasons: This is a request for additional posts not a change to policy, project or scheme. Recruitment will be in line with corporate equality and diversity.
Relates to staffing:	Yes
Decision Type:	Portfolio Holder
Subject to Call In:	Yes
Call In Expiry date:	14/08/2018
Advice Sought:	Legal, Finance, Human Resources
Legal Advice:	Any appointment to the proposed posts should be made on merit in accordance with Section 7 of the Local Government and Housing Act 1989. Advice provided by John Bernard-Carlin (Team Leader) on 11/06/2018.

Finance Advice:

Department of Education Grant Funding
 From 01 April 2018, the Children & Social Work Act introduced a new duty on local authorities, to provide Personal Adviser (PA) support to all care leavers up to age 25, regardless of whether they are in education, training or employment.

A New Burdens Grant (£0.024m) is provided for local authorities to meet the extra demand for Personal Adviser time that the new duty creates. The grant does not impose additional duties on local authorities. This approval seeks to use this grant allocation by establishing 0.67fte Personal Advisor within the Leaving Care Team service.

European Social Funding
 If successful, the council will receive funding in relation to the Extension of the Nottingham Works Project Local Match funding. The estimated funding for the whole project is £0.305m, effective from 01 September 2018 to 30 November 2023.

This approval seeks to spend this funding by establishing 1.33fte Personal Advisor with the Leaving Care Team service to meet the agreed commitment to the project. If funding were not approved, the recruitment process would be withdrawn.

Payment by Results will determine the level of funding received on a quarterly basis following submission of costs incurred.

There is an existing Team Manager budget as part of the 2018/19 budget process. The HR staffing procedure will consider the request to create this new post.

Advice provided by Christine Green (Senior Commercial Business Partner) on 11/07/2018.

HR Advice:

Management are proposing to create a an additional 2 posts as Personal Advisors and 1 additional post of Team Manager (Social Work Qualified) in order to meet Legislative requirements imposed. Therefore both posts do not require job evaluation.

Management will need to ensure that recruitment is conducted through the appropriate processes, including redeployment. 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.

Advice provided by Marie Read (HR Consultant (Departmental)) on 15/06/2018.

Signatures

David Mellen (PH Early Intervention and Early Years)
SIGNED and Dated: 06/08/2018
Alison Michalska (Corporate Director for Children and Adults)
SIGNED and Dated: 06/08/2018