

Nottingham City Council Delegated Decision



Reference Number:

3527

Author:

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Department:

Children and Adults

Contact:

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Subject:

Grow Our Own Social Worker Programme

Total Value:

£327,187 (Type: Capital)

Decision Being Taken:

1. To approve funding of up to £327,187 for a 3rd Cohort of the Grow Our Own Social Worker programme to undertake a fast track BA Hons Social Work Degree.
2. To delegate authority to the Director of Integrated Children's Services to enter into a Learner and Career Development Loan agreements on behalf of Nottingham City Council for Cohort 3 with individual employees for up to 19 colleagues; 15 Children's and 4 Adults.
3. To delegate authority to the Director of Integrated Children's Services to extend the contract with the Provider, Manchester Metropolitan University, for provision and delivery of a 3rd cohort of the fast track social work degree.
4. Authorise Director of Integrated Children's Services for Nottingham City Council (NCC) to act as Lead Authority and enter into contracts with other regional Local Authorities to meet minimum numbers for cohort 3 of the scheme to help spread financial risk and contractual arrangements with Provider.
5. To authorise the future running of the Grow Our Own scheme for a further 3 cohorts (subject to budget availability to be approved annually).
6. To authorise the procurement of a provider of the social work degree for cohorts 4, 5 and 6, and delegate authority to Director of Integrated Children's Services to award the contract to the successful provider.

Reasons for the Decision(s) Please note the financial value of this report is for just for cohort 3, as future years will be subject to budget availability. The Council currently spends a significant amount on social work agency staff and this scheme aims to address this significant resource shortage. The first cohort of Grow Our Own commenced 2017 and the 26 candidates are due to complete. NCC have 18 Children's Integrated Services and 4 Adults Services staff graduating June 2019, who will be registered as social workers by the time cohort 3 commences. Cohort 2 commenced September 2018 supporting 27 candidates, of which 10 are Children's Integrated Services, NCC and should be completed September 2020.

The scheme also offers career development and progression to retain talented colleagues from family support. For Cohort 2 the procurement process awarded the contact to Manchester Metropolitan University and the contract runs up to 4 years to allow for a 3rd cohort within the time frame.

Due to the success of the scheme and benefits delivered to the Council through the development of its staff it is proposed that the scheme continue for a further 3 cohorts, subject to annual review of the scheme and the availability of budgets. As the current contract with Manchester Metropolitan University was for cohorts 2 and 3 of the scheme it will be necessary to undertake a new procurement process to secure a provider for future cohorts.

Briefing notes documents: Appendix 1 Financial Implications -GOO v3 DDM.docx, GOO3 scheme final May 2019.docx

Other Options Considered:

1. Do Nothing. This option was rejected as we have a significant resource shortage of social workers within our organisation and this is a method to retain talented family support workers and to reduce the service gaps.
2. Use of the Apprenticeship Levy. This option is rejected on the basis that it is still in early stages and programme content and study hours are not clear and we would need to commit additional trainee posts, so this route is seen to not be viable at this time.

Background Papers: None

Published Works: Delegated Decision 3170- Grow Our Own Cohort 2 May 2018
Delegated Decision 2869 - Grow Our Own Social Worker Scheme - June 2017

Affected Wards: Citywide

Colleague / Councillor Interests:

Consultations: **Date: 24/04/2019**
Other City Council Bodies:Cllr Mellen Cllr Chapman
Portfolio Briefing with Cllr Mellen who is fully supportive
Cllr Chapman was briefed on the scheme and finances 29.04.19

Date: 29/04/2019
Unions: Unison, GMB
JCNC meeting briefly discussed possibility of another Cohort of Grow our own and these discussion have been positive- further discussion held on the 8th May with Union Reps intention to have more formal feedback from 8 - 16th May

Those not consulted are not directly affected by the decision.

Crime and Disorder Implications: **The decision will have a neutral impact**

Equality: **EIA not required. Reasons: The EIA completed May 2018 has covered this 12 month period (advised by Committee Services)**

Decision Type: **Portfolio Holder**

Subject to Call In: **Yes**

Call In Expiry date: **24/05/2019**

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

Legal Advice:

There are no significant legal issues arising from this report. The proposal is for there to be a third cohort to what has proven to be the successful Grow Our Own scheme led by Nottingham City Council.

This third cohort will utilise the process and documentation previously developed whilst incorporating any changes to reflect 'lessons learned'.

The current contract with Manchester Metropolitan University (MMU) was tendered on the basis that it would deliver the Council's 2nd cohort of students and have the ability to deliver the 3rd cohort if the Council chose to continue the scheme. There are therefore no procurement issues arising and confirmation just needs to be given to MMU of the Council's decision to extend.

As was done for the second cohort, back to back agreements will be in place with any partnering authority wishing for their staff to enter the scheme.

With regard to future cohorts, it will be necessary to conduct a further procurement process as the current arrangement is for delivery of the degree to cohorts 2 and 3 of the Council's scheme. Legal Services will support officers with this process, together with preparing any agreements with partnering authorities if the scheme continues to be rolled out wider than the City Council.

The proposal is supported by Legal Services.
Advice provided by Naomi Vass (Senior Solicitor) on 14/05/2019.

Finance Advice:

Please see attached document. Advice provided by Christine Green (Senior Commercial Business Partner) on 16/05/2019.

Advice documents: Financial Implications -GYO v3 DDM.docx

Procurement Advice:

The current contract for the delivery of the fast track BA Hons Social Work degree was awarded to Manchester Metropolitan University through an open procurement process and allows for the delivery of a further cohort of learners as proposed. Therefore there are no procurement implications arising from this decision.

The proposed procurement of a provider for further cohorts (4, 5 and 6) will be undertaken by the Council's Procurement Team through an open tender process compliant with EU and UK Procurement Regulations and the Council's Contract Procedure Rules. Should this scheme also be in partnership with other authorities then the contract award will be subject to agreements being in place to secure their commitment to funding an agreed number of places.

These proposals are supported from a procurement perspective.
Advice provided by Jo Pettifor (Procurement Team Manager) on 13/05/2019.

HR Advice:

Please see attached document.
Advice provided by Joanne Zylinski, Senior HR Consultant, 13/05/2019 Advice provided by Kate Morris (Governance Officer) on 13/05/2019.

Advice documents: GOO3 DDM HR Comments - Jo Z may 2019.docx

Signatures

Graham Chapman (PH for Finance, Resources and Commercial Services)
SIGNED and Dated: 17/05/2019
Helen Blackman (Director of Children's Social Care)
SIGNED and Dated: 16/05/2019