

Reference	
Executive Director	Jeanette Richards
Cabinet Member	CLr Lucy Smith

Section A

Service Area	Children, Young People & Skills
Budget Option Description	Early Help

Budget Reduction Proposal – Detail and Objectives

This proposal is to review the current structures within early help and span of officers and managers with an expected saving of £66k.

	2023/24		
Budget Reduction (£m)	£0.066		
Staffing Reduction (FTE)	1		

Section B

What impact does the proposal have on:

Property
N/A
Service Delivery
<p>The early help teams provide the support at neighbourhood level to families and to other lead partners to address concerns with families before they escalate and so try to reduce referral into specialist services</p> <p>Early help is a requirement and will be key to the overall improvement journey for children and reduce costs associated with children accessing more expensive social care services</p> <p>Early Help is inspected as part of the regulatory Ofsted framework. A review of the structures and realignment of some roles is estimated to meet a saving of £66k</p>
Organisation (Including Other Directorates/Services)
N/A
Workforce – Number of posts likely to be affected.
Three
Communities and Service Users
All young people age 11 – 18 (or 25) across Bury

Other Partner Organisations
N/A

Section C

Key Risks and Mitigations

Risks	Mitigations
Any disestablishment of posts associated with this reduction will place staff at risk of redundancy. There are associated costs with this as well as reputational issues especially at a time when children's services is currently subject to an improvement order.	Any staff affected will be able to access redeployment and there are other opportunities for staff to apply for alternative posts including two team manager posts that will be available, as well as a manager for the new Family Group Conference.

Key Delivery Milestones

Include timescales for procurement, commissioning changes etc.

Milestone	Timeline
New structure paper written	January 2023
Consultation with any staff effected	February 2023
New structure implemented	April 2023

Section D

Consultation Required?	Yes
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	Start Date	End Date
Staff	February	March
Trade Unions	December	March
Public		
Service User		
Other		

Equality Impact

Is there potential for the proposed budget reduction to have a disproportionate/ adverse impact on any of the following?

Disabled people	No
Particular Ethnic Groups	No

Men or Women (including impacts due to pregnancy/maternity)	No
People who are married or in a civil partnership	No
People of particular sexual orientation	No
People who are proposing to undergo, undergoing or undergone a process or part of a process of gender assignment	
People on low incomes	No
People in particular age groups	No
Groups with particular faiths and beliefs	No
EIA Required?	Yes

Section E

Financial Implications and Investment Requirements

Investment requirements – Revenue and Capital
None

Finance Comments – Will the proposal deliver the savings and within the agreed timescales?
Yes