

**OFFICER DELEGATION SCHEME  
RECORD OF DECISION**



**TO BE UPLOADED TO THE INTERNET BY DEMOCRATIC SERVICES**

<b>Date:</b> 31/07/23	<b>Ref No</b> CS846
<b>Responsible Officer:</b> Sandra Bruce	
<b>Type of Decision (please refer to MO Guidance):</b>	
<b>Key</b> <input type="checkbox"/>	<b>Non-Key</b> <input checked="" type="checkbox"/>
<b>Freedom of Information Status:</b> <i>(can the report go in the public domain)</i> Yes	
<b>Title/Subject matter:</b>	
<p><b>Investment plan linked to supporting families to focus on</b></p> <ul style="list-style-type: none"> <li>• Improved early support and review for children with SEND</li> <li>• Increase in early years workers to support early recognition of need and targeted early help in line with Family Hub agenda</li> <li>• Project lead for family hubs with lead for digital platform</li> </ul> <p><b>All fixed term for two years from appointment</b></p>	
<b>Budget/Strategy/Policy/Compliance:</b>	
(i) Is the decision within an Approved Budget?	Grant Funded
(ii) Is the decision in conflict with the council's policies, strategies or relevant service plans?	no
(iii) Does the decision amend existing or raise new policy issues?	no
(iv) Is the decision significant and/or does it meet the £100,000 threshold for recording?	no

**Equality Impact Assessment**

[Does this decision change policy, procedure or working practice or negatively impact on a group of people? **If yes** – complete EIA and summarise issues identified and recommendations – forward EIA to Corporate HR]

No

## **Summary:**

The Supporting Families agenda has been in place since 2015 when it was titled Troubled Families. The premise of the Supporting Families agenda is that those families with presenting needs against a certain criterion should receive support to reduce the concerns (called turn around) and avoid escalation to statutory services. If this can be evidenced the LA receive an amount of money called Payment By Results (PBR). Bury is part of an earned autonomy which means that both our data returns (PBR) and funding comes via GMCA.

The supporting families criteria has been extended and funded to 2025

This Op Dec sets out the posts that will be recruited to using some of the Supporting Families grant money between 23-25. All posts will be **fixed term for one or two years from appointment paid in full from Supporting Families monies.**

## **Early Years**

We are seeing reduced take up of our two-year funded nursery placements as well as a drop in school readiness. In line with the Family Hubs framework we are seeking to build more support in early years to identify needs at the earliest opportunity. The four early years workers will support the offer to our youngest cohort of children to increase take up of nursery provision but also to support our settings to identify needs for families and support targeted early help. We will also work with NCA to train this cohort in basic speech and language therapies to support our children to be school ready.

### **Costs**

Early Years Worker grade 8 2 x 1 year at cost of **£71,583 including 30% on costs**

Early Years worker grade 8 2 for 2 years at cost of **£143,172 including 30% on costs**

**Total cost - £214,172**

The additional workers will sit within the Early Years service under the Early Years Development Lead -we will be seeking through grant funding to offer fixed term uplift in salary to recognise new management responsibility when required

## **Family Hubs and Early Help**

The development of Family Hub's is one of the priorities of The Children's Partnership and the Council, and it is a key enabler to being able to deliver the Children and Young People's Plan, Bury Early Help Strategy, the Let's Do It 2030 Strategy and support the borough's Public Service Reform ambitions in relation to Supporting Families.

A comprehensive Programme was developed with partners to deliver a pilot hub and align the development to the governments framework for Family Hubs. This includes various project delivery strands including buildings, IT, procurement,

digital transformation, workforce development, comms/ engagement and developing the offer and pathways for families, linked to transformation

The first hub is due to open in September 2023 and officially launch in October 2023, following the completion of the renovation works to the former Redvales Children's Centre.

It has always been our intention that following the launch of the first hub, we would look to develop phase 2 of the project that includes rolling out the model to other neighbourhoods, develop other hubs, focus on integration and develop / launch a new digital platform to support families.

As part of the Family Hub agenda early help is also managing transformation including reviewing pathways to support and restructuring across neighbourhood boundaries.

A generic project officer role has been developed so that we can respond quickly and recruit to this resource as and when required through grant funding. The project lead will work across the Early Help agenda with a focus on the delivery of the Family Hub model as well as supporting review and restructure within early help, to build on the integrated approach between the universal and targeted offer.

Appoint project officer for one years at grade 11 at a total cost of **£53,324 incl 30% on costs**

### **SEND Support**

There are a number of children who require assessment and access to education. School attendance is linked to an outcome of the Supporting Families criteria and we are seeking to support our SEND core team to work with children, families and the school sector to support increased attendance through more timely assessment and intervention

The Education Health Care Team undertake statutory functions set out with the SEND Code of Practice 2014.

The EHCP team works to statutory timescales in respect of new assessments and the EHCP Annual Review Process as set out in the SEND code of practice:

- Complete all New Education Health Care Needs assessment within 20 weeks
- Undertaken an annual review of all EHC plans and update them within a 4-week window

With the current staffing establishment, it is not possible to meet the statutory timescales, and this can be seen in our current performance and outcomes for children including school attendance.

SEND Case Worker x 2 at grade 10 for one year - **£88,944 including 30% on costs**

EHCP Coordinator x 1 at grade 3 for one year - **£27,338 including 30% on costs**

EHCP Co-ordinator x 1 at grade 3 for two years - **£54,676 including 30% on costs**  
**Total cost £170,958**

**Total Cost £438, 094**

**Wards affected:** N/A

**Consultations:** There has been an open discussion with UNISON about the use of grant funding linked to the Supporting Families grant

**Scrutiny & Review Committee Interest:** No

**Options considered:** There are no other options relevant to this request

**Decision** *[with reasons]*

The Supporting Families grant monies link to our ability to work with families against set criteria and reduce families having to escalate into costly social care services. This year there is a focus on improving outcomes for children with SEND, improving the support offered to our early years cohort to drive up school readiness and avoid later poor attendance and exclusion, as well as build on our family hub offer. There is risk to the Council if we do not progress this plan as it may lead to reduction in turn around activity which is overseen by central gvt

<b>Decision made by:</b>	<b>Signature:</b>	<b>Date:</b>
Executive Director Jeanette Richards		30-08-23
S151 Officer Sam Evans		30/8/23
Director of People and Inclusion Sam McVaigh		05.09.2023
<b>Members Consulted</b> <i>[see note 1 below]</i>		

Cabinet Member		05.09.2023
Lead Member		
Opposition Spokesperson		

**Notes**

1. Where, in accordance with the requirements of the Officer Delegation Scheme, a Chief Officer consults with the appropriate Cabinet Member they must sign the form so as to confirm that they have been consulted and that they agree with the proposed action. The signature of the Opposition Spokesperson should be obtained if required, to confirm that he/she has been consulted. Please refer to the MO Guidance.
2. **This form must not be used for urgent decisions.**
3. Where there is any doubt, Corporate Directors should err on the side of caution and seek advice from the Council's Monitoring Officer.