

(i) **Urgent Cabinet Decision – August 2026**
Re. CYP25-154 - Multiple posts for Best Start Family Hub guidance

Decision taken:

- (1) To approve the establishment of the following fixed-term posts funded through the Best Start Family Hub Development Grant:

Post	FTE	Grade
Early Years Improvement Delivery Officer	1.0	Grade 12
Early Years Workers	2.6	Grade 8
Early Years Education and Childcare Officer	1.0	Grade 9
Early Years Parenting Practitioners	2.0	Grade 10
Best Start Inclusion Practitioners	5.0	Grade 8
Portage Workers	2.0	Grade 8
Family Hub Community Outreach Workers	2.0	Grade 8

Total: 15.6 FTE

- (2) Approve recruitment to the above posts for the duration of the Best Start in Life grant funding programme.
- (3) Note that the total cost of £1,991,075 will be fully funded from Department for Education Best Start Family Hub Development Grant.
- (4) Delegate authority to the Director of Early Years, Skills and Education, in consultation with HR and Finance, to proceed with recruitment once job evaluation outcomes are confirmed.
- (5) Note the significant delivery, performance, operational and grant risks associated with any delay in approving these posts.

The reason why this decision was urgent and could not be reasonably deferred was:

The Best Start Local Plan was submitted to the Department for Education in June 2026 and therefore it has not been possible to progress recruitment activity any sooner. Following submission, officers have been required to develop detailed job descriptions, undertake workforce planning activity, prepare recruitment documentation and commence the Council's job evaluation process. A number of the posts still remain subject to final job evaluation outcomes.

Further delay risks significantly impacting delivery of the programme, achievement of DfE outcomes, recruitment timescales, implementation of Family Hub reforms and the Council's ability to meet grant conditions.