

NORTH LANARKSHIRE COUNCIL

SOCIAL WORK DEPARTMENT

To: Social Work Committee	Subject : Proposals for Reshaping of Child Care Services
From : Jim Dickie, Director of Social Work Prepared by : Sandra Paterson, Principal Officer, Child Care	

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to advise Committee of the proposed re-shaping of child care services and to request approval for these changes.

2. BACKGROUND

- 2.1 North Lanarkshire Council inherited a range of child care services from Strathclyde Regional Council which were heavily weighted towards the use of residential services. The introduction of the Children (Scotland) Act and accepted good child care practice has required that less reliance should be placed on the use of residential schools and residential children's homes, especially large scale provisions and greater emphasis should be placed on the use of community based alternatives.
- 2.2 The Social Work Department has put considerable effort into changing child care practice over the past two years and has been successful in shifting the balance of care away from residential settings. It now requires to reshape its budgets to reflect the pattern of services which it intends to provide in the future.

3. RESIDENTIAL PROPOSALS

- 3.1 There has also been a reduction over the last year in the number of children who require to be accommodated within residential children's units. This, along with the forthcoming opening of Leslie Street, a unit for eight children, has meant there is currently an over provision of places in this sector. This allows the department the opportunity of proposing the closure of Bellshill Children's Unit. This is a large unit no longer in keeping with proposals in the Residential Action Plan for small homely units.
- 3.2 There has been a corresponding reduction in the number of children who need to be placed within residential schools from the original inherited position of thirty-six children. This is a direct result of close monitoring of these cases and alternative packages of community services being developed and offered.
- 3.3 To allow existing children's homes to provide the level of service required in the future it is intended to augment the staffing costs in existing units in order to provide a better staff child ratio within the units. A staffing proposal for the new unit in Leslie Street which is due to

open in July, 1998 is attached in Appendix 1. Staffing proposals for the other children's units will be the subject of a further report.

- 3.4 It is also proposed to establish a peripatetic team of residential staff who can staff small units where required on an emergency basis. This team's function would be to offer support to existing units in periods of crisis or where particularly difficult children are in the unit, and to offer weekend and evening outreach work to young people previously accommodated who are in group tenancies. A further report will require to be prepared for Committee outlining the details of these proposals and the proposed staffing establishment.

4. FAMILY SUPPORT PROPOSALS

- 4.1 It is intended to set up a Parents and Family Support Team.

This team will be based in the Wishaw area team catchment area and is a reconfiguration of two Urban Aid projects, one of which dealt with young parents of children at risk of being put on the child protection register and the other offered respite to children and young people currently in stressful situations.

- 4.2 The reconfiguration involves the reshaping of the School Support Project based in Clyde Valley High School. The project leader will be moved to the new team. The four school support workers will be managed by the senior intermediate treatment officer and will be split two to Wishaw and two to Shotts to offer support to children with schooling difficulties. The clerical assistant posts will be moved to the area team.

The staffing establishment for the new team is outlined in Appendix 2.

5. YOUNG PERSONS SUPPORT PROPOSAL

- 5.1 It is proposed to commission Community Service Volunteers to provide a befriending service. These proposals are still under discussion and a further report will be presented to Committee.

It is proposed to continue the Children's Hearing Over Sixteen Initiative (CHOSI) project which was previously funded by the Scottish Office, North Lanarkshire Council and Barnardo's. It offers an intensive service to young people to prevent them becoming involved with the Criminal Justice system. It is intended to continue with this service and extend it to fifteen year olds from all areas of North Lanarkshire.

- 5.3 It is intended to expand the Community Service Volunteers "Give and Take" Service which funds appropriate placements for young people who are in their last term at school who are having difficulty coping with mainstream school and who could benefit from work experience.
- 5.4 It is proposed to increase the availability of day care and young people's support services in the Cumbernauld area by expanding the existing scheme.

6. PROPOSALS FOR CHILDREN WITH OR AFFECTED BY DISABILITY

- 6.1 There is already a well established project in Motherwell called the Young Carers Project, for young people who care for adults with a disability. This project offers support to these young people and it is intended to develop the project further by extending it to a wider catchment area throughout North Lanarkshire.

7. FOSTERING AND ADOPTION

It is proposed to develop the range of existing fostering services to include the recruitment of carers who will deal with particularly difficult and troubled teenagers. This would greatly enhance community based provision for young people whose needs would be better met within a family setting. The proposals for this will form the basis of a separate report for Committee.

8. PERSONNEL ISSUES

The appendices 1 and 2 outline the new staffing establishments for Leslie Street Children's Home and Young Parents and Family Support Team.

9. FINANCE

The financial implications of the proposals are shown in Appendix 3.

10. SUMMARY

These developments will encompass a major shift towards the development of more efficient and better targeted services emphasizing the need outlined in the Children (Scotland) Act, 1995 for more family and young people's support services within the community.

11. RECOMMENDATION

It is recommended that Committee

- (a) Approve the changes in service identified within Section 3 to the Residential Services
- (b) Approve the changes in service identified within Section 4 to the Family Support Services
- (c) Approve the changes in service identified within Section 5 to the Young Persons Support Services
- (d) Approve the changes in service identified within Section 6 to the Services for children with or affected by disability.
- (e) Approve staffing for Leslie Street Children's Home (Appendix 1)

- (f) Approve staffing proposals for the Young Persons and Family Support Team (Appendix 2)
- (g) Remit the report to the Personnel Services Committee for its attention
- (h) Note the financial implications as shown in Appendix 3.



Jim Dickie,
Director of Social Work
18th February, 1998.

APPENDIX 1

LESLIE STREET STAFFING ESTABLISHMENT - EIGHT BEDDED UNIT

Designation	Grade	Hours	No.	Salary Costs
Unit Manager	RW 32	38	1	£22,563
Depute Manager	RW 30	38	1	£20,754
Snr. Res. Workers (Day) Qual	RW 19/28	38	2	£32,562
Residential Worker (Day)Unq	RW 12/16	38	4	£61,056
Sen. Res. Workers (Night) (Waking Night Enhancement)	RW 23/28	35	3	£44,986 £12,853
Snr. Res. Worker (Nights) Peripatetic (Waking Night Enhancement)	RW 23/28	20	1	£8,568 £2,856
Cook/Domestic Asst.	MW 2	19	2	£8,188
Clerical Support	GS1/2	17.5	1	<u>£4,654</u>
				£219,040
NI/Supp Costs 11%				£24,094
Public Holiday/Weekend Cover 4%				£9,725
Total Costs				£252,859
<u>LESS</u>				
Existing Mainline Budget				
To be funded from resources set aside to augment staffing in Residential Children's Homes				<u>£169,332</u>
				<u>£83,527</u>

APPENDIX 2

Young Parents and Family Support Team Staffing Establishment

Designation	Grade	Hours	No.	Salary Costs
Team Leader (School Support Project)	PO 2	35	1	£23,298
Support Co-ordinator (Previously Family Care)	QSW	35	1	£19,194
Support Worker (Previously Young Parents Support)	QSW	35	1	£20,733
Assistant Support Worker (Previously 1 Family Care and 1 YP Support)	AP2/3	35	2	£27,840
Clerical Assistant (Previously YP Support)	GS2	35	1	£10,722
Clerical Assistant (Previously Family Care)	GS1	25	1	£7,463
NI & Superannuation	11%			<u>£12,017</u>
TOTAL COST				<u>£121,267</u>

APPENDIX 3

Budget Implications of Proposals

	<u>Increases in Budget</u>	<u>Reductions in Budget</u>
	£000	£000
Residential Proposals		
Closure of Bellshill Children's Home		594
Reduced Use of Residential Schools		452
Augment staffing in Children's Homes (See Appendix 1)	210	
Create peripatetic team residential staff	200	
Family Support Proposals		
Parents & Family Support Team previously Urban Programme funded (See Appendix 2)	125	
Young Parents Support Proposals		
CHOSI funding being provided from C of ESP	-	
Community Service Volunteers Befriending	55	
Give & Take	8	
Increase Day Care, Cumbernauld Area	20	
Expansion of Young Carers Project	28	
Fostering & Adoption included in budget	-	
TOTAL	646	1046
ChildCare/Gen/CmtRepCCDevs		