

To: SOCIAL WORK COMMITTEE		Subject: SERVICE DEVELOPMENTS:- CHANGING CHILDREN'S SERVICES FUND
From: DIRECTOR OF SOCIAL WORK		
Date: 22 AUGUST 2002	Ref: SD/MN	

### 1. PURPOSE OF REPORT / INTRODUCTION

- 1.1 The purpose of this report is to seek approval in principle to progress the Social Work developments as outlined in the North Lanarkshire's bid to the Changing Children's Services Fund.

### 2. BACKGROUND

- 2.1 The Report and Action Plan of "For Scotland's Children - Better Integrated Services" was presented to Social Work Operations and Services Sub Committee on 6 December 2001.
- 2.2 The Scottish Executive has established a Changing Children's Services Fund to act as a catalyst for change with an allocation for North Lanarkshire of £1,747,000 in 2002/03 and £2,361,000 in 2003/04.
- 2.3 The aim of the fund is to support integrated services and other new approaches targeted towards the most vulnerable children and young people. It is a source of transitional funding to support local authorities, health boards and voluntary organisations in delivering better outcomes for vulnerable children and young people through more effective and better integrated service delivery.
- 2.4 The Scottish Executive invited bids from Authorities which would be agreed locally within the Children's Services Planning forum and submitted with a new Children's Service Plan by 1 April 2002.
- 2.5 Council Departments and partner agencies submitted proposals for the North Lanarkshire bid to the Children's Service Strategy Group chaired by the Assistant Chief Executive.

### 3. CONSIDERATIONS

- 3.1 The North Lanarkshire bid contains 14 proposals with Social Work leading on 4.
- 3.2 The Scottish Executive has informed North Lanarkshire's bid has been successful for the year 2002-03.
- 3.3 Social Work led developments are explicitly committed to progressing the aims of the Action Plan "For Scotland's Children – Better Integrated Services."
- 3.4 The following is proposed;

- **Community Alternatives @ Kirknowe**

The unit presently provides assessment services to young people and their families.

The current structure of the service is :

- 1 Project Leader, Grade PO2
- 3 Assessment Workers, Grade AP4/5/QSW
- 1 Social Worker, Child Protection, Grade QSW
- 1 Educational Psychologist
- 1 Senior Clerical Assistant, Grade GS3
- 1 Clerical Assistant / Typist, Grade GS1/2

These staff work in conjunction with 4 teachers provided by the Education Department.

It is proposed to reconfigure the service at Kirknowe House to provide a more extensive, responsive, intensive, and integrated community service, which will be a direct alternative to residential care. Young people will be offered individual family and groupwork programmes, education including vocational programmes and when appropriate therapeutic intervention. The expansion of the service will require additional accommodation and some alteration to existing accommodation. The service will subsequently offer support over seven days.

The proposed structure for the service is :

- 1 Co-ordinator, Community Alternatives, Grade PO5
- 1 Team Leader, Grade PO2/5
- 6 Young Person Support Workers, Grade AP4/5/QSW + 7.5% irregular hours allowance
- 1 Social Worker, Child Protection, Grade QSW
- 3.5 Social Work Assistants, Grade AP2/3 + 7.5% irregular hours allowance and weekend enhancement
- 1 Educational Psychologist
- 1 Person Centred Therapist, Grade AP4/5
- 1 Admin Assistant, Grade AP1
- 1 Senior Clerical Assistant, Grade GS3
- 3 Clerical Assistant / Typists, Grade GS1/2

In the expanded service :

- The Co-ordinator, Community Alternatives, Grade PO5 will have responsibility for the overall strategic development and management of the service.
- The Team Leader, Grade PO2/5 will have responsibility for day to day management of staff and programmes, and will deputise for the Project Manager. The revised grade reflects the delivery of a service of increased complexity, incorporating delivery of service from a wider range of staff groups over a 7 day, rather than 5 day period.
- The Young Person Support Workers, Grade AP4/5/QSW will have responsibility for assessment of the young people referred and for the delivery of a range of interventions. The levels of responsibility will be similar to posts of the same title already established within Social Work.
- The Social Work Assistants, Grade AP2/3 will offer support to young people and families over 7 days. The range of responsibilities will be similar to posts of the same title already established within Social Work.
- The Person Centred Therapist, Grade AP4/5 will be a professionally qualified and registered therapist and will offer children and their families individual and person centred counselling, to respond to problems of self-harm and mental health.
- The additional administrative posts of Admin Assistant, Grade AP1, and 2 posts of Clerical Assistant / Typist, Grade GS1/2 will provide the required support for the expanded service.

- **The expansion of Transitional Planning for young people with a disability**

Monies will be used to fund person centred care plans for young people to assist at stages of transition.

Transitional planning aims to develop planning and services for young people with disabilities moving from child care to adult services. It involves children and their families in planning individual support packages including experience of a full range of community based activities and resources. All Council Departments and NHS Lanarkshire are involved in the Transitional Planning Project and Steering Group. The monies granted (£65000) will be used to fund individual care plans for services for young people under 18 years of age.

### 3.5 Partnership with Voluntary Sector

- **The expansion of NCH Young Carers project to provide specific support for young carers affected by alcohol or drug misuse**

NCH Carers Project is currently funded by the Department to provide services to young carers affected by disability and has offered service since 1995.

The additional funding (£64000) will allow the project to expand services, including employment of two additional workers, to develop services specifically for the vulnerable young carers affected by drug or alcohol abuse. The Department will develop this service in partnership with NCH within the departmental contractual and monitoring framework.

- **To consolidate activity to support children with or affected by a disability of an adult or sibling**

Specific proposals include

- a) Promoting sibling support for brothers and sisters of young people who are disabled, by Creating a post of Resource Worker, Grade AP4/5/QSW, to be based in the Children with Disabilities team at Headquarters, to develop services including befriending for the whole group linking in to partnership agencies and voluntary organisations.
- b) To establish a playscheme for 5-12 year olds where their intensive needs cannot be met by existing services, in conjunction with Partners in Play and The National Autistic Society.
- c) To establish a summer programme across the authority for 13 years plus age group, in conjunction with Partners in Play.
- d) To promote advocacy services to young people with a disability, in conjunction with Partners in Play.

3.6 Partners in Play is a voluntary organisation set up to promote inclusive play opportunities for young people with disabilities. The Department has continued to fund the organisation for the past 2 years.

Services offered by Partners in Play include training, offering play programmes and they have supported the Funky Blue Smurfs, an advocacy group for young people and in conjunction with the National Autistic Society offered play activities to young people within the autism spectrum.

The Department will develop these services in partnership with Partners in Play within the departmental contractual and monitoring framework.

## 4. FINANCIAL/PERSONNEL/LEGAL/POLICY IMPLICATIONS

4.1 The costs associated with these developments will be met by the Changing Children's Services Fund  
The personnel and financial implications are as follows:-

#### 4.1.1 Community Alternative @ Kirknowe

The personnel implications of the proposals are :

Co-ordinator, Community Alternatives	Create 1 post, Grade PO5
Project Leader	Delete 1 post, Grade PO2
Team Leader	Create 1 post, Grade PO2/5
Assessment Workers	Re-designate 3 posts to Young Person Support Worker, Grade AP4/5/QSW
Young Person Support Workers	Create 3 posts, Grade AP4/5/QSW
Social Work Assistants	Create 3.5 posts, Grade AP2/3
Person Centred Therapist	Create 1 post, Grade AP4/5
Admin Assistant	Create 1 post, Grade AP1
Clerical Assistant / Typist	Create 2 posts, Grade GS1/2

The overall cost effect of these personnel changes is a requirement for additional funding of £245,000. This can be provided from the Changing Children's Services Fund.

#### 4.1.2 Expansion of Transitional Planning Project

Details	Full Year Costs
Enhancement of information systems, individual care plans	£65, 000

#### 4.1.3 Expansion to NCH Young Carers Project

Details	Full Year Costs
Project Workers to be employed by NCH	£49, 963
Running Costs	£14, 037
<b>TOTAL</b>	<b>£64, 000</b>

#### 4.1.4 To consolidate support to children with or affected by a disability of an adult or sibling

The personnel implications are :

Resource Worker      Create 1 post, Grade AP4/5/QSW @ full year cost of £24,241

Details of other costs	Full Year Costs
Partners in Play – Advocacy Worker employed by Partners in Play	£23, 405
Sessional staff for (i) Playschemes (ii) 13+ Group (iii) Advocacy All employed by Partners in Play	£31, 617
Running costs including transport, hall rental, equipment, administration costs, groupwork and activities	
(i) Playschemes	£4, 077
(ii) 13+ Group	£10, 600
(iii) Advocacy	£6,060
<b>TOTAL</b>	<b>£86,000</b>

- 4.2 These developments have previously been agreed by Children's Service Strategy Group, and North Lanarkshire Policy and Resources Committee.
- 4.3 They will ensure the development and progression of services to a number of vulnerable groups of children and families identified as priorities for the dispersal of Changing Children's Services Fund.
- 4.4 The Scottish Executive has confirmed the allocation of funding to North Lanarkshire in respect of all bids. Funding is available from the Changing Children's Services Fund for all of the proposals detailed in the report.

## 5. RECOMMENDATIONS

### 5.1 Committee is asked to

- i) Note the funding available from the Changing Children's Services Fund
- ii) Approve the service developments as outlined in the report
- iii) Approve the personnel implications noted below :

#### Kirknowe

Co-ordinator, Community Alternatives	Create 1 post, Grade PO5
Team Leader	Delete 1 post, Grade PO2
Team Leader	Create 1 post, Grade PO2/5
Assessment Workers	Re-designate 3 posts to Young Person Support Worker, Grade AP4/5/QSW
Young Person Support Workers	Create 3 posts, Grade AP4/5/QSW
Social Work Assistants	Create 3.5 posts, Grade AP2/3
Person Centred Therapist	Create 1 post, Grade AP4/5
Admin Assistant	Create 1 post, Grade AP1
Clerical Assistant / Typist	Create 2 posts, Grade GS1/2

Approval of 7.5% irregular hours allowance and weekend enhancement for the staff groups listed at Section 3.4.

#### Children affected by disability

Resource Worker	Create 1 post, Grade AP4/5/QSW
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- iv) Approve entering into the negotiated tendering procedures with the identified providers
- v) Remit this report to the Policy and Resources (Personnel) Sub Committee for consideration.



**Jim Dickie**  
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**August 14<sup>th</sup> 2002**

*(For further information on this report please contact Susan Devlin, Manager, Children and Families and Criminal Justice  
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