

To: SOCIAL WORK COMMITTEE		Subject: SOCIAL WORK SERVICE DEVELOPMENTS WITH EDUCATION: NEW COMMUNITY SCHOOLS.
From: DIRECTOR OF SOCIAL WORK		
Date: 24 OCTOBER 2002	Ref: SD/MN	

1. PURPOSE OF REPORT / INTRODUCTION

- 1.1. To advise Committee of North Lanarkshire Social Work Department contribution to the New Community School approach and to seek authorisation to correct grades for posts agreed by Policy and Resources Committee in March 2002.

2. BACKGROUND

- 2.1. In November 1998 the Secretary of State outlined the Government’s intentions to pilot a “New Community Schools” initiative to promote social inclusion and raise educational standards.
- 2.2. North Lanarkshire identified Castlehill Primary School as a pilot in phase 1 of the National Project development.
- 2.3. Phase 2 in April 2000 targeted Old Monkland and St Monica’s Primary Schools.
- 2.4. On 17 December 2001 the Scottish Executive issued guidance on the roll out of the approach. North Lanarkshire received an allocation of £798,000 in the year 2002/03 rising to £1,197,000 in 2003/04.
- 2.5. In addition monies allocated to North Lanarkshire from the Changing Children’s Services Fund has allowed the roll out of the approach to a further eight primary schools.
- 2.6. The Education Department leads on the roll out of the New Community School approach.
- 2.7. Reports on the development of the initiative and the purchasing of social work posts were presented and agreed at Education and Policy and Resources Committees on 6 March 2002 and 13 March 2002 respectively.

3. PROPOSALS / CONSIDERATIONS

- 3.1. It was agreed that the Education Department purchase
 - 3 posts of Social Work Groupworker at grade AP4/5 to progress the roll out of the approach
 These posts are temporarily funded to April 2004.

3.2. Personnel issues have arisen in the respect of the funding of the posts which require rationalisation/consideration by Committee.

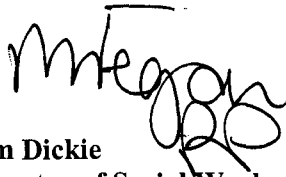
4. FINANCIAL / PERSONNEL / LEGAL / POLICY IMPLICATIONS

- 4.1. During corporate discussion regarding the service developments it was agreed that the post of groupworker as opposed to social worker be established due to issues of recruitment and retention.
- 4.2. Within the Social Work Department posts of groupworker are established at grade AP4/5/QSW with a variety of qualification acceptable. Only qualified social workers will obtain the final increment on the salary scale ie SCP 35.
- 4.3. It is necessary to adjust the grades of the posts previously agreed from AP4/5 to AP4/5/QSW.
- 4.4. The financial implication would be a maximum of £1639.08 full year costs. This would only apply to qualified social workers at the top of the salary scale.
- 4.5. This adjustment is proposed with approval of the Education Department.

5. RECOMMENDATIONS

5.1. Committee is asked to

- (i) note the role of the Social Work Department in the roll out of the New Community Schools approach.
- (ii) Agree the adjustment of the grades of the posts from 3 post of groupworker grade AP4/5 to 3 posts of groupworker grade AP4/5QSW
- (iii) Remit to Policy and Resources (Personnel) Sub Committee for consideration.
- (iv) Remit to Education Committee
- (v) Otherwise note the content of the report.



Jim Dickie
Director of Social Work
20 September 2002

For further information on this report please contact Susan Devlin Manager Children and Families and Criminal Justice TEL: (01698 332032)