

To: SOCIAL WORK COMMITTEE		Subject: SERVICE DEVELOPMENT OF COMMUNITY ALTERNATIVES AT KIRKNOWE
From: DIRECTOR OF SOCIAL WORK		
Date: 27 FEBRUARY 2003	Ref: SD/JM	

## 1. PURPOSE OF REPORT / INTRODUCTION

- 1.1. This report is to seek approval for the continuing development of the service, Community Alternatives at Kirknowe.

## 2. BACKGROUND

- 2.1. The service at Kirknowe has offered a community based, comprehensive service, including care and education, to young people at considerable risk in the community and who are exhibiting a range of troubled and troublesome behaviours. The service was set up following the publication by Strathclyde Regional Council of the "Young people in Trouble Strategy"
- 2.2. While managed by the Social Work Department the service is a partnership with Education and Social Work. (Education pay for the 4 teachers employed to provide education programmes)
- 2.3. Kirknowe has been regarded as valued service and has succeeded on many occasions at re-engaging young people and their families to progress positive outcomes for young people.
- 2.4. Since the unit's establishment the policy agenda has moved on significantly and the service requires to develop and grow to meet ever increasing demands and the complexity of need of the young people in our communities.
- 2.5. Developments within the service were agreed at the Children's Services Strategy Group as part of North Lanarkshire's bid to the Changing Children's Services Fund.
- 2.6. This bid was agreed at Policy and Resources Committee in March 2002. The Social Work led proposals and necessary establishment of posts were agreed at Social Work Committee in August 2002.
- 2.7. As a result, the service will reconfigure and expand to become a direct alternative to residential care for young people experiencing a range of difficulties in the community. These difficulties will include; poor parent/child relationships, offending behaviour, drug/alcohol misuse, poor school behaviour and non-attendance. The target group will be young people aged 12-16 years.
- 2.8. Community alternatives will be a crucial service in working with young people considered "high tariff" to confront, address and bring about change in their behaviour.

2.9. The policy context for the service is:

- For Scotland's Children, Better Integrated Services
- Review of Youth Crime
- Learning with Care
- Better Behaviour, Better Learning
- Redressing the balance of care from residential to community based options
- Getting Our Priorities Right (tackling drug/alcohol misuse in families)

2.10. The policy documents above have been reported to previous committees.

### **3. PROPOSALS / CONSIDERATIONS**

3.1. The development and reconfiguration of Community Alternatives at Kirknowe have been ongoing since approval at previous Committees. Recruitment of the additional staff has been successful with most of the successful candidates taking up post in January 2003.

3.2. The establishment for Community alternatives at Kirknowe is:

1 Co-ordinator grade PO5

1 Team Leader grade PO2/5

6 Young Person's Support Workers grade AP4/5/QSW (3 posts with 7.5% irregular hours allowance)

3.5 wte Social Work Assistants grade AP2/3 with 7.5% irregular hours allowance and weekend enhancement

1 Person Centred Therapist grade AP4/5

1 Admin Assistant grade AP1

1 Senior Clerical Assistant grade GS3

3 Clerical Assistants grade GS1/2

1 Educational Psychologist

3.3. The post of Educational Psychologist has been vacant for some time. The Psychological service is provided by the Education Department as per normal arrangements within North Lanarkshire. The post was inherited as a time when these arrangements were less robust.

3.4. It is proposed to delete the post of Educational Psychologist from the service establishment and to use the resources to create 2 new posts of Young Persons Support Worker grade AP4/5/QSW with 7.5% irregular hours allowance.

3.5. The creation of these 2 posts will allow expansion of the service outwith core hours. It will mean the expansion of numbers of young people being offered a place in evening groupwork, and being offered individual and family work. It will also mean that the number of nights groups which can be run will increase.

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

4.1. The costs associated with these changes will be met from existing budgets. Community Alternatives at Kirknowe receives £300,000 from the Changing Children's Services Fund to fund the overall developments.

4.2. The personnel implications are:

Delete 1 post of Educational Psychologist at a cost of £45, 901

Create 2 posts Young Person Support Worker at grade AP4/5/QSW with a 7.5% irregular hours allowance at a cost of £53, 711.

The total additional cost of these proposals is £7, 810 which can be met from existing budgets.

## 5. RECOMMENDATIONS

5.1. Committee is asked to:

- (i) agree the further development of the service provided by Community Alternatives at Kirknowe
- (ii) approve the deletion and establishment of the posts outlined in section 4.2 of the report  
Delete 1 post Educational Psychologist  
Create 2 posts of Young Persons Support Worker at grade AP4/5/QSW with a 7.5 % irregular hours allowance
- (iii) to remit to Policy and Resources (Personnel Sub-Committee) for approval
- (iv) otherwise note the content of the report



**Jim Dickie**  
**Director of Social Work**  
**16 January 2003**

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