

## Wellbeing Care & Learning – Children’s, Branch Committee Report 2<sup>nd</sup> February 2015

### **Family Service Review**

Following requests for VR being approved by Scrutiny some posts were able to be ‘lift and drop’.

This applied to the Sure Start Lead position and also the Sure Start Teachers.

Interviews have been taking place for some of the posts within the new structure and there are still some which are at the point of EOI as JE had to take place on new JD’s which were then taken to Moderation Panel for sign off.

We had asked for information regarding Commissioned Services as we have some members within these areas.

We have been informed that within Barnardo’s that staff have come forward and asked for hours to be reduced rather than posts lost and that this has been agreed.

We still do not full information on how many families may be affected who fall out of the Community Hub areas – they would still be entitled to Universal Services but not the full Sure Start offer. Although it has been stated that no buildings will close, we are unclear on which buildings will provide which services.

The Sure Start Contact Group met to discuss concerns and to put forward ideas on the way forward with our campaign around this.

We are looking at contacting Councillors about the effect on their particular wards and the fact that some parents may still not know the full effect of the changes in relation to the services that they now access.

Management are busy working on a communication to parents regarding this which should go out in February, but until then staff have been approached about concerns parents and families have in relation to this.

There has been quite a lot of press coverage on the Family Service Review and this has helped keep our Campaign in the public eye, it would appear that some Councillors also have concerns about full information according to latest news articles.

### **Community Nurseries**

As part of the savings target Flexible Term Time Working was offered to staff with a total of 19 positions available.

It has now been confirmed that 18 individual requests have been received which equates to 15.44 FTE. The next steps are that staff should receive formal confirmation of acceptance of this – this was due w/c 19<sup>th</sup> January.

Management will also meet to explore how the positions would be populated across the five settings as some staff may be moved to accommodate this. Preferences and personal circumstances will be considered as well as service needs. Timescale for this would be 2 – 3 weeks.

A programme for transition would be put in place to avoid disruption to service delivery.

The other areas of savings are still being worked on; this was marketing to ensure full places and running costs.

### **Early Years Social Care**

#### **Corporate parenting team – Fostering**

Staff were briefed on saving targets of £104,000. The re-aligning of budgets between Fostering and Adoption and the deletion of vacant hours (posts) and the lift and drop of 1 Full time and 1 Part time post from Fostering to Adoption.

EOI have been asked for from staff who would like to be considered, if more staff come forward it will be discussed with HR and TU’s how selection will be made. If there are no EOI put forward this will have to be re-considered.

The other savings would be met through lean working and income generation.

Concerns regarding the briefing information have been forwarded to Management and their response shared with the staff group.

### **DfE Innovation Programme**

Briefing sessions were held w/c 12<sup>th</sup> January to inform staff of the successful bid for funding (£2.7 million) and what that would mean in the context of teams to be set up and posts available.

The programme is called Family Insights and the funding is for a period of 16 initially.

There are 4 elements to Family Insights:

- Social Workers become agents of change within Social Work Units – more time for direct work with families, more effective time for systemic practice and evidence based tools, techniques and services, more opportunities for teamwork and structured sharing of 'what works'.
- Units that focus on families with similar needs and characteristics – needs based segmenting.
- New and improved information for better decision making.
- Create a social work learning and teaching organisation.

A new structure has been devised around this with a time limited Assistant Director post a service manager and 4 Consultant Social worker posts with 4 teams below this consisting of 2 Progressed Social workers, 2 Unprogressed SW and 1 Family Support Worker in each team.

All posts are to be permanent contracts in order to attract and retain staff. Adverts for posts will be both internal and external. Staff on redeployment who meet the essentials and the person spec. will be given preferential consideration.

**Next Shop Stewards Committee has been re-scheduled to Tuesday 24<sup>th</sup> February to avoid half-term and WCL DJC is on 4<sup>th</sup> February 12 – 12.30pm pre meet and 12.30 to 1.30pm, Stephenson Committee Room, Civic Centre**

**Lynda Hardie Deputy Branch Secretary**