

# NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

## PERSONNEL COMMITTEE

12<sup>th</sup> October 2015

### REPORT OF HEAD OF PARTICIPATION – C. MILLIS

#### MATTER FOR DECISION

#### WARD(S) AFFECTED:

Aberavon, Blaengwrach, Briton Ferry East, Briton Ferry West, Bryn and Cwmavon Coedffranc Central, Cymmer, Glyncorrwg, Glynneath, Gwaun Cae Gurwen, Gwynfi Neath East, Neath North, Neath South, Pontardawe, Sandfields East, Sandfields West, Taibach, Ystalyfera

#### CREATION OF FOUR NEW POSTS WITHIN THE FLYING START TEAM

##### 1. Purpose of the Report

To seek Member approval to make changes to the structure of the Flying Start Team by the creation of four new posts within the Think Family Partnership:

- Flying Start Parenting Support Assistant Dads Worker      JEID 3553  
Grade 5
- Flying Start Parenting Support Assistant Senior Post      JEID3552  
Grade 5
- Flying Start Parenting Support Assistant      JEID 3210 Grade 5
- Flying Start Training and Transition Officer      JEID 3554  
Grade 7

##### 2. Background

The Flying Start programme has been operating since 2008 and the Phase 1 eligibility was based on school catchment areas with a free school meal take up of 45% and above. We are now in the second phase of Flying Start. The

programme is expanding across the County Borough. In the first year of expansion our target for the number of children benefitting was 913 and by the end of the 2015/2016 financial year that target rises to 1845 children.

The team consists of :

- **Health Visitors** seconded from ABM U
- **NHS Community Nursery Nurses**
- **Midwives** working with young parents 19 years or under.
- **Parenting** courses delivering Parent Nurture
- **Speech and Language** services delivered by ABM U seconded Therapists and Assistants
- **Educational Psychologists** who work on early identification of additional needs

The team delivering Flying Start Parenting courses needs to increase the number of places being offered to eligible parents. To achieve this, the number of posts need to be increased and a dedicated worker to specialise in delivery of parenting services to Dads.

There are currently 33 **Childcare** settings delivering free childcare places for 662 children for two and a half hours a day, 5 days a week, 42 weeks of the year. Provision has dramatically increased over the last four years and there is an urgent need to increase the number of employees providing support and advice to these childcare settings to ensure they deliver the quality service required.

### **3. Financial Appraisal**

The proposed model will be fully funded by the current grant allocation for Flying Start from Welsh Government until 31st March 2016 and managed by the Think Family Partnership, see Appendix 2 attached.

All staff will be subject to the Management of Change in Partnership policy at the end of their contract period.

#### **4. Reason for Proposed Decision**

1. To ensure the Flying Start Childcare provision continues to deliver a quality service and childcare workers are supported and trained to the required standard.
2. Demand for support has increased as the programme has expanded considerably over the last four years.

#### **5. Recommendation**

It is recommended that Members APPROVE the creation of four additional posts within the Flying Start Team, three full time Flying Start Parenting Support Assistants, one being a Dads Worker and another a Senior Post, and one full time Flying Start Training and Transition Officer, within the Think Family Partnership.

### **FOR DECISION**

#### **Appendices**

Appendix 1 – Proposed Structure  
Appendix 2 - Financial Appraisal/Statement.

#### **List of Background Papers**

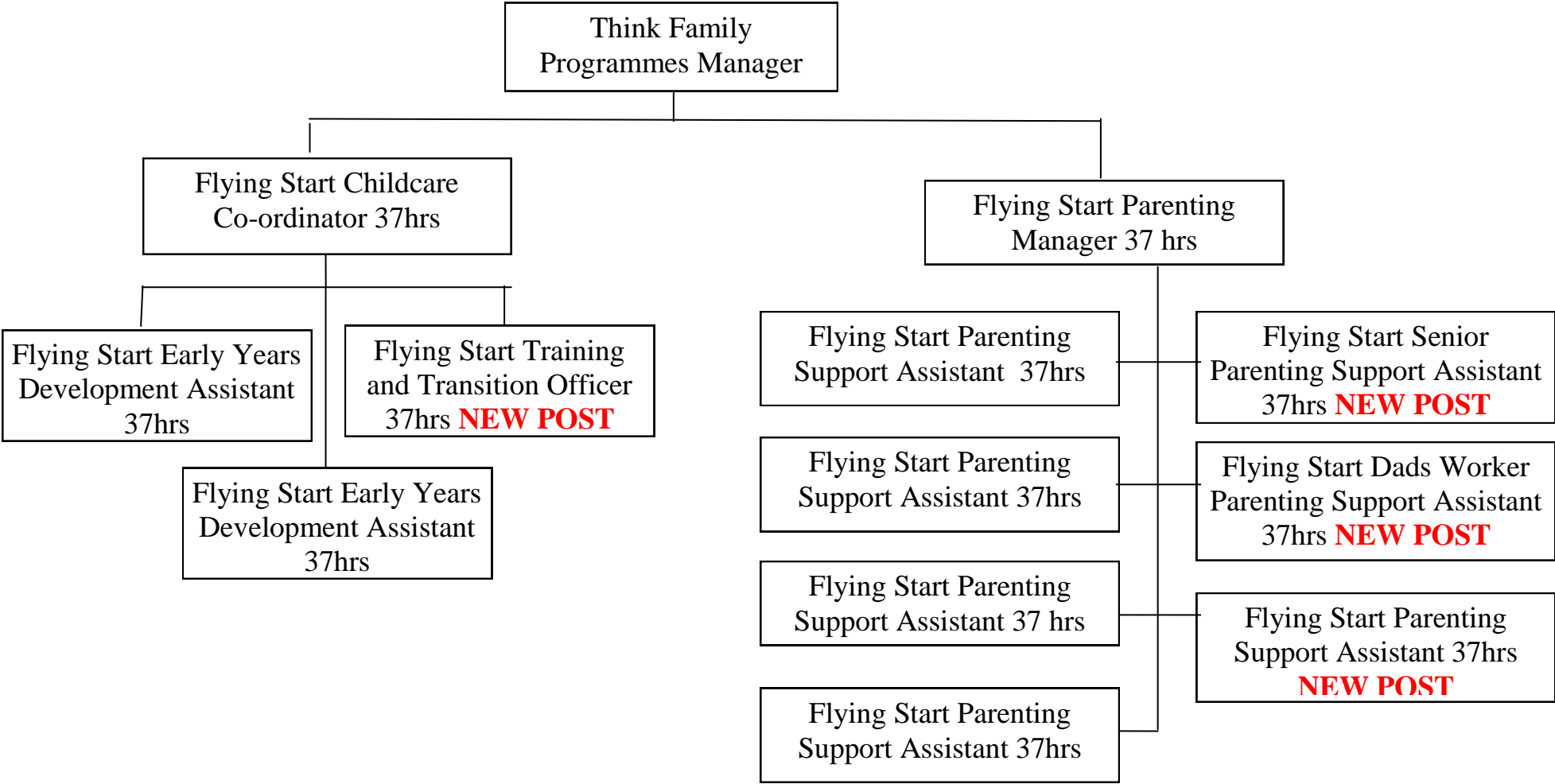
None

#### **Officer Contacts**

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APPENDIX 1



**SET UP COSTS**

Budget Book Page Number 1103

	<u>Current</u> <u>Year</u>					<u>Comments</u>
	<u>£</u>					
-		-	-	-	-	
-						
<b><u>Costs</u></b>						
Recruitment Costs						
Accommodation Costs						
Office Costs						
Others						
<b>Total Set Up Costs</b>	-					
<b><u>Funding of Set Up Costs</u></b>						
Revenue Budget						
Reserves						
Special Grant						
Other (Specify)						
<b>Total Funding of Set Up Costs</b>	-					

**RECURRING COSTS**

	<u>Current</u> <u>Year</u>	<u>Next Year</u>	<u>Max in Full</u> <u>Year</u>	
	<u>£</u>	<u>£</u>	<u>£</u>	
-				
-				
<b><u>Costs</u></b>				
Employee Costs (Financial Appraisal Statement)	105,260	108,824	117,132	
> Starting Salary				
> Additional cost at Maximum Salary				
Accommodation Running Costs				
IT Annual Costs				
Other Running Costs (specify)	-			
<b>Total Recurring Costs</b>	<b>105,260</b>	<b>108,824</b>	<b>117,132</b>	
<b><u>Funding of Recurring Costs</u></b>				
<b><u>External Sources</u></b>				
Specific Grant:	105,260	108,824	117,132	
- staffing costs				
- other	-			
Funding from External Agencies				
Service Level Agreement				

WG - Flying Star

Other (specify)

**Internal Sources**

HRA

Existing Budget Allocation

Additional Guideline Allocation

Other (specify)

**Total Funds Available**

	<u>105,260</u>	<u>108,824</u>	<u>117,132</u>