

# **NEATH PORT TALBOT COUNTY BOROUGH COUNCIL**

## **Personnel Committee**

16<sup>th</sup> May 2016

### **Report of the Head of Service, Children and Young People Services – Andrew Jarrett**

#### **Matter for Decision**

#### **Wards Affected:**

All Wards.

### **Restructure of Team Around the Family (TAF)**

#### **Purpose of the Report**

To gain approval for the creation of a social work qualified Team Manager (Grade 11) post in TAF, to replace the dual role of TAF/Play Manager.

#### **Executive Summary**

In order to support the closer collaboration with Children and Young People Services and emphasis on preventing children from entering the care system, it is proposed that a Team Manager post, focussing solely on TAF is established and the post of TAF/Play Manager be deleted. The budget for the TAF/Play Manager has transferred back ELLL Directorate, so in order to fund the new Team Manager post, the vacant posts of TAF Practise Supervisor and a grade 5 post would be deleted.

#### **Background**

Team Around the Family (TAF) is a grant funded service for families who wish to make positive changes to family life, but need support to do this. The aim of

the service is to enable families to return to supporting themselves within their own community networks. TAF can pull together the right people to plan and deliver a package of support. This involves:

- Working with the family to look at the positive changes that they would like to make
- agreeing an action plan
- helping them to feel more confident so that they can maintain these changes going forward
- signposting them to other support services that might also help them work on their plan
- making them feel comfortable about using the TAF service again if they need to

Although a fairly new team, legislative changes (Social Services and Wellbeing Act 2014) now mean that a new approach is required to ensure the Authority is fulfilling its obligations under the Act. This includes closer collaboration with Children's Services and a need to focus on families on the edge of care.

## **Proposal**

Currently the structure of the TAF team is as follows (FTE):

- 1 – TAF/Play Manager, Grade 9
- 1 – Senior TAF Co-ordinator, Grade 8
- 1.81 – TAF Co-ordinators, Grade 7
- 2 – TAF Practice Supervisor/Social Worker, Grade 9
- 10.74 – Family Workers, Grade 7
- 1 – TAF Administrator, Grade 3
- 1 – Grade 5 worker

In order to support the closer collaboration with Children's Services and emphasis on preventing children from entering the care system, it is proposed that a Team Manager post, focussing solely on TAF is established and the post of TAF/Play Manager be deleted. The duties will be the same as other

Team Manager roles in Children's Services (Grade 11). The post will require a social work qualification and the occupant will be required to work closely with senior management to effect change.

Furthermore it is proposed that the role of TAF practice supervisor be deleted (this is currently vacant) as this expertise would reside within the Team Manager role. In order to fund the higher grade another vacant post which is grade 5 would also be deleted.

Families First funding is also currently being used to fund an additional Social Worker post in the Intake Team to support the creation of the Single Point of Contact; this role would remain.

The new structure would therefore be as follows:

- 1 – Team Manager, Grade 11
- 1 – Senior TAF Co-ordinator, Grade 8
- 1.81 – TAF Co-ordinators, Grade 7
- 10.74 - Family Workers, Grade 7
- 1 – TAF Administrator, Grade 3
- 1 – Social Worker, Grade 9 (Single Point of Contact)

The benefits of creating a dedicated TAF Team Manager post would be:

- A closer alignment of TAF to Children's Services
- The early identification of child protection issues
- More effective early intervention and prevention
- A consistent approach to safeguarding and other issues

## **Financial Impact**

As two posts will be deleted, the creation of the Team Manager Grade 11 post would not incur extra costs. The funding for the current TAF/Play Manager post will be transferred to the Play budget to fund a Play Manager post in that section.

The requirement for a social work qualification in the role of Team Manager has been identified and this role is currently being occupied by an agency team manager. The post holder who previously occupied the TAF/Play Manager post has been seconded to the post of temporary Play Manager in the ELLL Directorate after full consultation. The creation of the permanent Team Manager post would therefore reduce agency costs to the Authority.

### **Equality Impact Assessment**

An Equality Impact Assessment (EIA) screening form has been completed and a full EIA is not required. The proposals will have a positive effect on all Service users irrespective of their background as the Service will support the aims of the new Act. The changes affect one member of staff.

### **Workforce Impacts**

There are implications for the current post-holder of the TAF/Play Manager post, as the new role would require a social work qualification which the current post-holder does not possess. As a result of this, the current post-holder has been informed and consulted with over a 30 day consultation period which ended on 8<sup>th</sup> March 2016.

As described above, the current post-holder is presently seconded to the position of Temporary Play Manager and is likely to be assimilated into a post in the new Play structure which is also due to be presented to Personnel Committee on 16th May. It is therefore unlikely that the above proposal will result in a redundancy situation for this employee and resultant redundancy costs for the Authority.

## **Legal Impacts**

There are no known legal impacts.

## **Risk Management**

If the changes were not to be made there would be a risk of non-compliance with the legislation. There would also be a risk that child protection issues would be missed which would increase the workload going to Children's Services. The early intervention and prevention mechanisms may also prove less effective.

## **Consultation**

There is no requirement under the Constitution for external consultation on this item.

The proposal has been discussed with the Think Family Partnership Board and approved.

## **Recommendations**

That the new structure for Team Around the Family is approved. This involves the creation of a social work qualified Team Manager (Grade 11) post and the deletion of the following posts - TAF/Play Manager (Grade 9), TAF Practise Supervisor (Grade 9) and a TAF worker post (Grade 5).

## **FOR DECISION.**

### **Reasons for Proposed Decision**

The creation of a social work qualified Team Manager post would bring TAF in line with Children's Services. It would enable the team to focus on children at the edge of care and would help ensure the Authority fulfils its obligations under the new Act.

### **Implementation of Decision**

The decision is proposed for immediate implementation.

## **Appendices**

Financial Appraisal

## **List of Background Papers**

Equality Impact Assessment Screening Form

## **Officer Contact**

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