

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Personnel Committee

4th September 2017

Report of the Head of Participation – Chris Millis

Matter for Decision

WARD(S) AFFECTED:

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

CHANGES TO STRUCTURE OF FLYING START TEAM

Purpose of the Report

1. To seek Members approval to make changes to the structure of the Flying Start Team as follows:

- The renaming of all parenting posts as detailed below:

<u>Current Job Title</u>	<u>New Job Title</u>
Parenting Manager	Parenting Lead
Senior Parenting Support Assistant	Senior Parenting Worker
Parenting Support Assistant	Parenting Worker
Parenting Support Assistant (Dad's Worker)	Dad's Worker

- The creation of one new post, Flying Start Childcare Lead, to lead the childcare element of the Flying Start Programme, within the Think Family Partnership.

Executive summary

2. An additional full time post (37 hours) is required within the Flying Start structure in order to have a lead for the childcare element of the programme. This role requires qualified teacher status.

This post has been developed to strategically lead the free part-time quality childcare element of the programme by enabling effective childcare provision within Flying Start through promoting innovative practice in order to secure and sustain high standards of early years care and education.

A change in the job description and post titles for the parenting team will provide more clarity of the role that each team member performs, which have been through the Job Evaluation process.

Background

3. Flying Start is the Welsh Government's flagship early years programme, targeted at 0-3 year olds in the most disadvantaged communities in Wales. The programme aims to create positive outcomes for children and their families both in the medium and longer term. Flying Start NPT aim to improve outcomes for all Flying Start children, with a focus on narrowing the gap in attainment for identified groups.

It's a prescriptive programme providing access to free part-time quality childcare, an enhanced health visiting service, access to parenting programmes and early language services. Delivery is managed across NPTCBC and AMBU Health Board and the culture across the board is one of excellence, enthusiasm and commitment. Teams work collaboratively to meet the needs of children and their families and in doing so challenge some of the more traditional ways of supporting families.

Welsh Government has currently awarded funding for Flying Start until 31st March 2018, although there is no indication that the programme will end on this date.

Financial Impact

4. The proposed post will be fully funded by the Flying Start Grant provided by Welsh Government and managed by the Think Family Partnership. A full breakdown of costs attached as Appendix 1.

Budget allocations for the post are already in place to support the proposals in line with Welsh Government Flying Start guidance, the post is detailed in agreed Welsh Government Plans as this post will act as the local authority's Flying Start Advisory Teacher, which is a requirement not currently being met.

As the post is required by Welsh Government Flying Start Guidance, it is detailed in the agreed Annual Plan for Flying Start. The post budget allowance is allocated within the Flying Start Revenue Grant, under core staff costs.

The recommendations have no impact on other services within the Council.

If the recommendations are not implemented, the financial implications are that unspent money allocated for the wages that are not spent on post will need to be returned to Welsh Government, as funding for a vacant post cannot be spent on anything else.

Equality Impact Assessment

5. The equality implications of the proposals have been assessed in accordance with the Quality Act 2010. The Equality Impact Assessment (EIA) Screening Tool has determined that this proposal does not require an Equality Impact Assessment.

Workforce Impacts

6. The proposed post of Childcare Lead will create one additional post within the Flying Start structure and will manage the Flying Start Transition and Training Officer, and oversee the work of the Flying Start Childcare team. Please see current (**appendix 2**) and proposed new structure (**appendix 3**) attached.
7. The recommendations in relation to staffing matters comply with employment legislation and the Council's own employment policies, specifically the Job Evaluation Process and the Safer Recruitment Policy.

Legal Impacts

8. There are no legal impacts associated with this report.

Risk Management

9. There are no risk management issues associated with this report.

Consultation

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

Recommendations

It is recommended that Members approve:

That the Flying Start Parenting Team job titles are changed, to more accurately describe their roles, as follows:

<u>Current Job Title</u>	<u>New Job Title</u>
Parenting Manager	Parenting Lead
Senior Parenting Support Assistant	Senior Parenting Worker
Parenting Support Assistant	Parenting Worker
Parenting Support Assistant (Dad's Worker)	Dad's Worker

The creation of a temporary post, Flying Start Childcare Lead, utilising the Flying Start Grant, initially until 31st March 2018, with approval to extend in line with continued Flying Start funding from Welsh Government.

FOR DECISION

Reason for Proposed Decision

- To ensure there is a Childcare Lead to take a strategic role for the continuity and development of Flying Start Childcare in Neath Port Talbot.
- To comply with Welsh Government Flying Start guidance by providing a post within the structure with a teaching qualification as part of a dynamic Flying Start Childcare Support team.
- To ensure that the Flying Start Parenting Team has appropriate job descriptions and job titles, contributing to its duty to fulfil its requirement to deliver Parenting to eligible families in Neath Port Talbot.

Implementation of Decision

The decision is proposed for implementation after the three day call in period (note: this is the default option and is expected to be the option that is used in most reports.) Please note that you should not implement recommendations until the three day call-in period has elapsed.

Appendices

1. Financial Costings of New Childcare Lead Post from Accountant
2. Current Flying Start Team Structure
3. New Flying Start Team Structure

List of Background Papers

Flying Start Welsh Government Guidance

<http://gov.wales/topics/people-and-communities/people/children-and-young-people/parenting-support-guidance/help/flyingstart/?lang=en>

Flying Start Quality Childcare Guidance

<http://gov.wales/docs/dsjlg/publications/130926fsannex2en.pdf>

Officer Contacts

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Appendix 1

Financial Costings of New Childcare Lead Post from Accountant

FINANCIAL APPRAISAL						
Post	Proposed Change (New Post/Delete/Regrade etc)	Pay Scales		Annual costs		Max of Grade
		Current	Proposed	2017/18	2018/19	
Flying Start Childcare Lead	New post	31-35	31-35	13,834	28,485	30,785
	National Insurance			1,350	2,811	3,129
	Superannuation			3,528	7,264	7,850
	Apprenticeship Levy			69	142	154
	TOTAL			18,781	38,702	41,918

SET UP COSTS

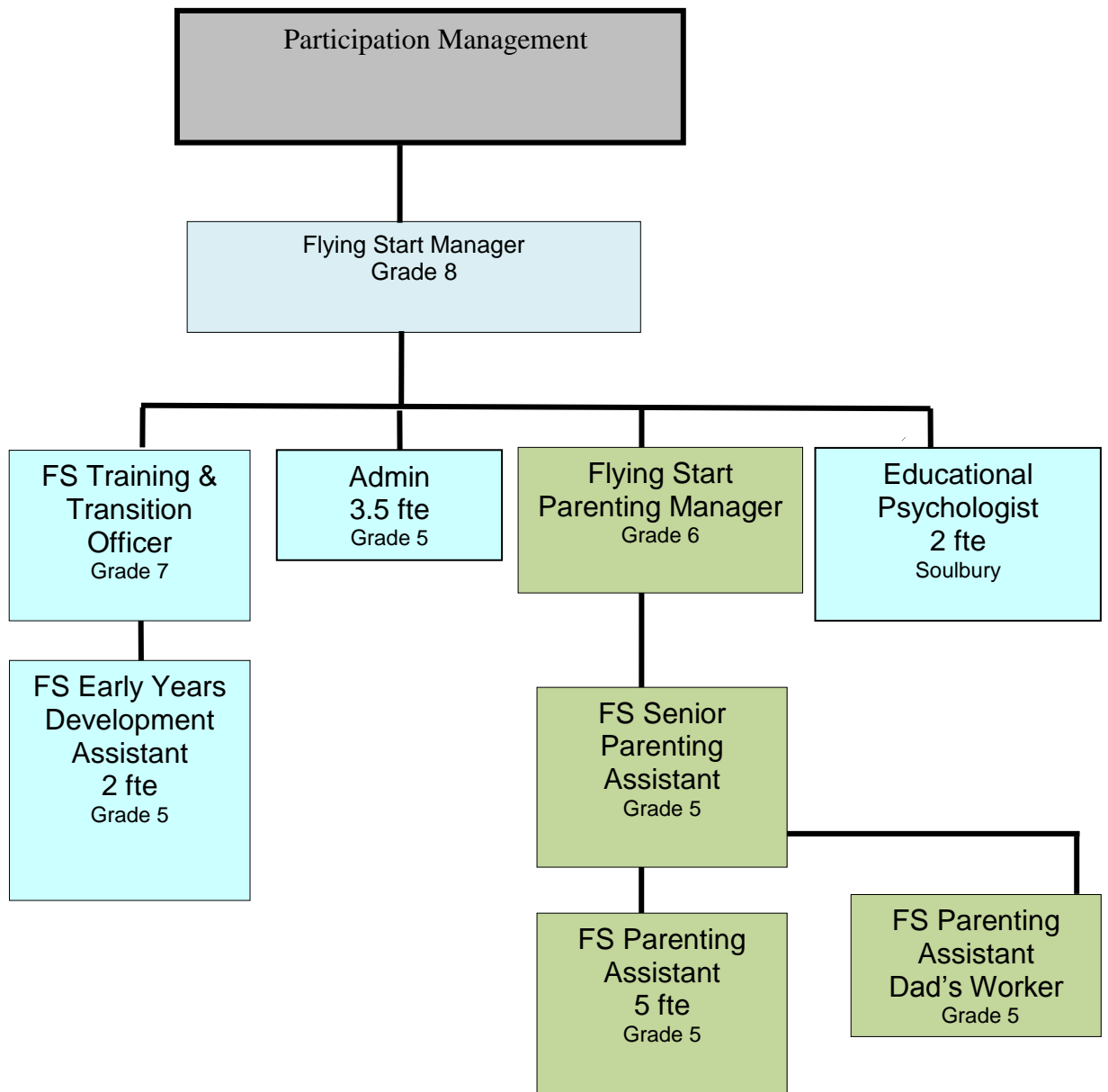
Budget Book Page Number 1049

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

RECURRING COSTS

	<u>Current Year</u> £	<u>Next Year</u> £	<u>Max in Full Year</u> £	
Costs				
Employee Costs (Financial Appraisal Statement)	18,781	38,702	41,918	
> Starting Salary				
> Additional cost at Maximum Salary				
Accommodation Running Costs				
IT Annual Costs				
Other Running Costs (specify)	-			
Total Recurring Costs	18,781	38,702	41,918	
Funding of Recurring Costs				
External Sources				
Specific Grant:	18,781	38,702	41,918	<i>WG - Flying Start</i>
- staffing costs				
- other	-			
Funding from External Agencies				
Service Level Agreement				
Other (specify)				
Internal Sources				
HRA				
Existing Budget Allocation				
Additional Guideline Allocation				
Other (specify)				
Total Funds Available	18,781	38,702	41,918	

Current Flying Start Team Structure



New Flying Start Team Structure

