

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Personnel Committee

19th February 2018

Report of the Director of Social Services, Health and Housing – Andrew Jarrett

Matter for Decision

Wards Affected:

All wards

Proposal to create a permanent Social Worker Resettlement Officer post within Hillside Secure Children's Home

Purpose of Report:

The purpose of this report is to seek members' approval to establish a Social Worker Resettlement Officer post (Grade 9) within Hillside Secure Children's Home to support the transition of young people from Custody/Care back into their communities.

Executive Summary

The main purpose of the Social Worker Resettlement Officer is to provide a high quality, professional social work service to support children and young people whilst resident and on discharge to formulate and access all appropriate services and support to enable a successful and sustainable resettlement within the community, in accordance with legislation, national standards and regulations.

The post was originally created in 2015 on a temporary basis but is currently unoccupied because the post holder has successfully been appointed to Operations Manager. However, it has been identified that the role of transition for young people needs to be developed and should be a key priority. Therefore, it is imperative that this post is permanently established on the structure. This is a recommendation of the CSSIW

report, October 2017, who state that transition for young people must be a key priority at Hillside.

Background

Theory and research indicates that Resettlement is best understood as a process that commences from the point of incarceration. Where assessments or pre-sentence reports have implications for addressing longer-term community needs, it starts even sooner. Intervention within the custodial environment should focus on what needs to change if offending is to be reduced on release.

Planning should be individualised and forward looking – rather than reflecting institutional concerns with behaviour management and availability of particular programmes. This would ensure that the requisite provision is in place in advance of a young person leaving custody/ Secure Care.

Conversely, resettlement provision in the community should build upon the progress that has been made within custody or the secure care environment. It is frequently asserted that the transition from one setting to the other ought to be as seamless as possible. This requires all agencies responsible for resettlement (within the custodial estate and outside of it) to be engaged in joint sentence planning that seeks to deliver an integrated programme of intervention spanning the entry into custody, the period of imprisonment and the transition to the community. (Bateman et al, 2013b; Hazel and Liddle, 2013).

In a recent CSSIW Inspection of Hillside, one of the areas that was identified as needing development was the role of transition for our young people. A Social Worker Resettlement Officer would be an essential component for effective transition. We have had a temporary post for two years, but this post holder has now been made permanent as the Operations Manager and we need to ensure that transition is a priority for the young people at Hillside with a suitably qualified and skilled person to drive this forward.

Proposal

To create a permanent Social Worker Resettlement Officer post (Grade 9) (JEID 3525) within Hillside Secure Children's Home.

Hillside Secure Children's Home recognises the benefits of effective resettlement and wishes to appoint a Resettlement Officer to ensure that there is a smooth transition from custody/care to the community.

The post holder would support children whilst resident and on discharge to formulate and access all appropriate services and support to enable a successful and sustainable resettlement within the community.

The post holder would be responsible for developing close working relationships with Youth Justice Teams and Children's Services across South Wales and the English placing authorities to develop effective practice, further developing and maintaining links and effective working relationships with a wide range of stakeholders involved in the delivery of services to support the resettlement needs of children and young people.

The post holder would be required to attend care planning and review meetings within Hillside to advise and engage in resettlement planning throughout and beyond the period of residence including the attendance at community resettlement panels.

Additionally the post holder would establish systems to improve access to services alongside existing and new Youth Justice Partners to enable effective resettlement, especially in relation to placements, accommodations, education/training/employment, substance misuse and mental health.

The post holder would have a key role alongside Hillside staff and related services to re-establish, develop and maintain positive family contact and relationships that supports children and young people's resettlement plans. This would provide continuity of care and a professional person that children have had the opportunity to build a relationship with, which will transfer into the community setting.

Children and young people who are well supported on release from custodial sentences/ secure care orders, and with access to appropriate accommodation, education and health resources etc. are well documented as being at a reduced risk of offending in the future.

Ultimately this post will enhance the opportunities for the children concerned and reduce the risk of re-offending and secure better welfare provision considerably by ensuring there is a seamless effective transition, where planning for release can begin at the earliest opportunity, i.e. at the point of entry into the Secure Home.

Financial Impact

The cost of the post is detailed below:-

Full cost of Resettlement Officer at Grade 9 = £41,918 (year 1)

A financial appraisal is shown at Appendix 1.

The additional cost will be recovered by revenue generated by Hillside placements. Hillside is self-financing in that the service fully recovers its costs through fees charged to other local authorities and the Youth Justice Board.

Equality Impact Assessment

An Equality Impact Assessment has been undertaken to assist the Council in discharging its Public Sector Equality Duty under the Equality Act 2010, and the requirements of the Welsh Language Standards. An overview of the Equality Impact Assessment has been included in this report in summary form only and it is essential that Members read the Equality Impact Assessment, which is attached to the report at Appendix 3, for the purpose of the meeting.

Workforce Impacts

This proposal will have a positive impact on Hillside employees as the posts will support improved transitions for young people as per recommendation from CSSIW report.

Legal Impacts

There are no legal impacts.

Risk Management

There are no significant risks associated with this proposal.

Consultation

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

Recommendations

It is **RECOMMENDED** that Members **APPROVE** the creation of a permanent Resettlement Officer post within Hillside Secure Children's Home to support the transition of young people from Custody/Care back into their communities.

FOR DECISION

Appendices

Financial Appraisal - Appendix 1

Financial Statement - Appendix 2

Equality Impact Assessment Form – Appendix 3

Officer Contact:

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POST / POSTHOLDER	PROPOSED CHANGE (New Post / Delete / Regrade)	PAY SCALES		ANNUAL COSTS	
		Current	Proposed	This Year	Maximum
Social Worker Resettlement Officer	Temporary post to a permanent post	35-39A	35-39A	£41,918	£47,421

Total	£47,421
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Financial Implications – Hillside Secure Centre**SET UP COSTS:**

<u>Costs</u>	<u>This Year</u> £	<u>Maximum</u> £
Recruitment Costs		0
Accommodation Costs		
Office Costs		
I.T.		
Other (Specify)		
Total Set Up Costs	0.00	0
<u>Funding of Set Up Costs</u>		
Revenue Budget		
Reserves		
Special Grant:		
Other (Specify)		
Total Funding of Set Up Costs	0.00	0

RECURRING COSTS:

<u>Costs</u>	<u>This Year</u> £	<u>Maximum</u> £
Employee Costs (Financial Appraisal Statement)		
> Starting Salary	41,918	
> Additional cost at Maximum Salary		47,421
Employee Training & Seminars		
Accommodation Running Costs		
Travel & Subsistence (Standby Allowance)		
Other Running Costs - Office Supplies		
Other Running Costs - Printing & Literature		
Other Running Costs - IT.		
Total Recurring Costs	41,918	47,421
<u>Funding of Recurring Costs</u>		
<u>External Sources</u>		
Specific Grant:		
Funding from External Agencies		
Service Level Agreement		
Other (Specify)		
<u>Internal Sources</u>		
HRA		
Existing Budget Allocation	41,918	47,421

Additional Guideline Allocation

Other (specify) :

Total Funds Available

41,918

47,421

Refer to this statement in the report's section on
Financial Appraisal.

EQUALITY IMPACT ASSESSMENT (EIA) REPORT FORM

This form should be completed for each Equality Impact Assessment on a new or existing function, a reduction or closure of service, any policy, procedure, strategy, plan or project which has been screened and found relevant to Equality and Diversity.

Please refer to the ‘Equality Impact Assessment Guidance’ while completing this form. If you would like further guidance please contact the Corporate Strategy Team or your directorate Heads of Service Equality Champion.

Where do you work?
Service Area: Hillside Secure Children’s Home
Directorate: Social Services, Health & Housing

(a) This EIA is being completed for a...

	Service/ Function	Policy/ Procedure	Project	Strategy
Plan	Proposal			
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>		<input checked="" type="checkbox"/>

(b) Please name and describe below...

There is currently a ‘temporary’ Resettlement Officer post in the Hillside structure. It is now necessary to make this permanent due to the recommendations in the CSSIW report dated October 2017. The post is currently unoccupied.

(c) It was initially screened for relevance to Equality and Diversity on 25th January 2018

(d) It was found to be relevant to...

Age	<input type="checkbox"/>	Race	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Religion or belief	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	Sex	<input type="checkbox"/>
Marriage & civil partnership ..	<input type="checkbox"/>	Sexual orientation	<input type="checkbox"/>
Pregnancy and maternity	<input checked="" type="checkbox"/>	Welsh language	<input type="checkbox"/>

**(e) Lead Officer
Service**

(f) Approved by Head of

Name: Alison Davies

Job title: Hillside Manager

Date: 25th January 2018

Name:

Date:

Section 1 – Aims (See guidance):

Briefly describe the aims of the function, service, policy, procedure, strategy, plan, proposal or project

What are the aims?

To establish a permanent Resettlement Officer post on the Hillside structure.

Who has responsibility?

Neath Port Talbot County Borough Council – Social Services, Health & Housing – Hillside Secure Children's Home

Who are the stakeholders?

YCS, placing authorities, CIW, Social Care Wales, WG, DFE, Home Office, CAFCASS Cymru, Police.

Section 2 - Information

(a) Service Users

Please tick what information you know about your service users and provide details / evidence of how this information is collected.

Age	<input checked="" type="checkbox"/>	Race	<input checked="" type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Religion or belief	<input checked="" type="checkbox"/>
Gender reassignment	<input checked="" type="checkbox"/>	Sex	<input checked="" type="checkbox"/>
Marriage & civil partnership N/A	<input type="checkbox"/>
..... Sexual orientation <u>Sometimes</u>			<input type="checkbox"/>
Pregnancy and maternity	<input checked="" type="checkbox"/>	Welsh language	<input checked="" type="checkbox"/>

What information do you know about your service users and how is this information collected?

All information about our young people is collated at the point of referral from the placing Local Authority or the YCS. At the point of entry into Hillside, further information is gathered via the Care Planning and Assessment Process and our Clinical Support Team.

Any Actions Required?

None

What information do you know and how is this information collected?

As above. Including extra discussions with advocacy, Police, education and external stakeholders when required.

All data about our service users is both qualitatively and quantitatively analysed. It is then sent to Social Services Committee and specific boards including YJB/YCS and the LSCB.

Any Actions Required?

None

(b) General

Section 3 – Impact

(a) Impact on Protected Characteristics

Please consider the possible impact on people with different protected characteristics. This could be based on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

	Positive		Negative		Neutral
Needs further					
investigation					
Age	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Disability	➔ <input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Gender reassignment	➔ <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Marriage & civil partnership	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	➔ <input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Race	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Religion or belief	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Sex	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Sexual orientation	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Welsh language	➔ <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Thinking about your answers above, please explain (in detail) why this is the case.

Include details of any consultation (and/or other information) which has been undertaken to support your view.

The Resettlement Officer post holder, pregnant or disabled (depending on the disability) would not be able to work directly on the units as they would be putting themselves at risk of injury because of the controlled environment and the risk of restraint, moving and handling.

We positively promote the use of Welsh language via signage and interaction at Hillside. A high proportion of our staff are Welsh speaking. We engage with all Welsh speaking young people via their preferred medium.

(b) Impact on the Welsh Language

What is the likely impact of the policy on:

- **Opportunities for people to use Welsh**
- **The equal treatment of the Welsh and English languages**

Please give details

A high proportion of the workforce at Hillside are Welsh speaking. We engage with all welsh speaking young people via their preferred medium.

Could the policy be developed to improve positive impacts or lessen negative impacts? Please give details

See above

Actions (to increase positive/mitigate adverse impact).

None

Section 4 - Other Impacts:

Please consider how the initiative might address the following issues.

You could base this on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

(a) Equalities

Public Sector Equality Duty (PSED)

- to eliminate discrimination, harassment and victimisation;
- to advance equality of opportunity between different groups; and
- to foster good relations between different groups

Please explain any possible impact on meeting the Public Sector Equality Duty

No impact predicted. We promote an anti-discriminatory workplace and do not tolerate discrimination, harassment or victimisation.

As staff are aware of the Council policies and procedures which cover this such as Dignity at Work.

What work have you already done to improve the above?

Reviewed all Policies and Procedures in line with CSSIW recommendation regarding Welsh language provision (October 2017).

We provide regular and quality assured anti-discriminatory training including radicalisation, anti-racism and LGBT awareness.

We also work closely with minority groups in the community including the YEAST youth groups and the home office for PREVENT and CHANNEL.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

As above.

(b)Reduce Social Exclusion and Poverty

Please explain any possible impact

We actively reduce the possible impact by including young people in all decision making while they are placed at Hillside. We promote and foster all of the racial cultural religious and protected characteristics of all young people placed here.

What work have you already done to improve the above?

We actively encourage the religious and cultural beliefs help by young people to be respected and valued when they are in Hillside. This includes dietary needs, religious festivals including Ede and fasting.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

Training for all staff.

Advocacy

Participation by young people

(c) Community Cohesion

Is the initiative likely to have an impact on Community Cohesion?

The Resettlement Officer post is crucial to engage young people with the community from which they originate from. So the transition will include all of their cultural and diversity needs.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

Training for all staff.

Raising awareness.

Multi agency collaboration staffing on strategic groups including LSCB.

Section 5 Consultation

What consultation and engagement has been undertaken (e.g. with the public and/or members of protected groups) to support the views in section 3 and 4?

The post has been a temporary provision and the post holder has previously engaged with all stakeholders and young people explaining their role and responsibility.

This consultation and engagement will be promoted and an integral part of developing the service.

Any actions required (to mitigate adverse impact or to address identified gaps in knowledge)

Each young person will be treated on an individual cases by cases basis when exercising all of the cultural ethnic educational LGBT and diversity needs including any protected characteristics.

Section 6 – Post Consultation

What was the outcome of the consultation?

See above – the work is considered an integral part of the post and is ongoing.

Section 7 - Monitoring arrangements:

Please explain the arrangements in place (or those which will be put in place) to monitor the impact of this function, service, policy, procedure, strategy, plan or project:

Monitoring arrangements:

Supervision.

Contributing to the development of the ethos of anti-discriminatory practice at Hillside.

Raising awareness

ILP and PDR

Actions:

See above

Section 8 – Outcomes:

Having completed sections 1-5, please indicate which of the outcomes listed below applies to your initiative (refer to guidance for further information on this section).

Outcome 1: Continue the initiative...



Outcome 2: Adjust the initiative...



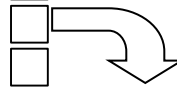
Outcome 3: Justify the initiative...



Outcome 4: Stop and remove the



initiative...



For outcome 3, detail the justification for proceeding here

N/A

Section 9 - Publication arrangements:

Information on the publication arrangements for equality impact assessments is available in the guidance notes

