

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Personnel Committee

25th February 2019

Report of the Head of Children and Young People Services – Keri Warren

Matter for Decision

Wards Affected:

All Wards

Review of the management capacity in the looked after children's team

Purpose of the Report

The purpose of this report is to seek Members approval to make an amendment to the structure of the Looked After Children's team in order to increase the management capacity by deleting a Social Worker (Grade 9) post and creating a Deputy Manager (Grade 10) post.

Executive Summary

The looked after children's team currently has one team manager and one deputy manager. The management structure differs from the other children's teams all of which have one team manager and two deputy managers.

A review of the current team structure and caseloads has identified that there is a need to increase the deputy management capacity in the team.

It is proposed that an existing Grade 9 Social Worker post within the team is deleted and a Grade 10 Deputy Manager post created in order to increase the management capacity.

This Deputy Manager post will be ring-fenced to all the social workers within the team in line with the Council's Management of Change in Partnership Policy. The resultant vacant Social Worker post (Grade 9) will then be deleted.

Background

The looked after children's team works with children whose plan is one of long term care. In addition the team supports children who are subject to special guardianship orders or live with family members.

The team plays a crucial role in ensuring that children who are looked after have access to high quality care, and that they have plans which meet their needs and are reviewed regularly to ensure that they do not drift in care. Whenever it is safe to do so the team consider whether children are able to return to their birth families so that they do not remain in care longer than necessary.

At the time of writing there are 209 children who are supported by the looked after children's team. 174 of these are looked after and the remaining 35 are subject to special guardianship order plans.

Current caseload in the looked after children's team:

Current team structure

Team Manager	1FTE	Grade 11
Deputy Team Manager	1 FTE	Grade 10
Consultant Social worker	1 FTE	Grade 10
Practice support workers	3	Grade 7
Social workers*	12	Grade 9

(* 5 FTE, 1 seconded FTE, 2x30 hours, 2x26 hours, 1 FTE peripatetic consultant social worker and 1x22.5 hour peripatetic)

In addition to the staff within the looked after children's team, the team manager also has line management responsibility for the contact centre coordinator and provides the post holder with supervision.

Management arrangements across the children's community teams:

Team	Number of cases	Management capacity
Looked after children's team	209	1 team manager, 1 deputy team manager
Child disability team	247	1 team manager 2.5 deputy team managers
Sandfields	123	1 team manager, 2 deputy team managers
Llangatwg	188	1 team manager, 2 deputy team managers
Dyffryn	116	1 team manager, 2 deputy team managers
Leaving Care	245	1 team manager, 2 deputy team managers

Proposal

A request is made to increase the deputy manager capacity in the service

The request is to delete one Social Worker (Grade 9) post within the team and create a Deputy Manager (Grade 10) post. This would increase the management capacity in the service and bring the looked after children's team in line with the management structure of the rest of the service.

The caseloads in the looked after children's team would reflect the need for there to be additional management capacity which will allow the team

manager a greater opportunity to engage in development work for the service.

Financial impact

A financial assessment is attached.

The cost of creating a Deputy Manager post (Grade 10) and deleting a Social Worker post (Grade 9) (assuming that the successful post holder is at the top of grade 9) is £5,492 p.a.

The current deputy manager has made a request to reduce their hours to 30 hours per week. If this is approved then this would bring with it a cost saving of £10,903

This saving would offset the cost of creating the additional Deputy Manager post and would result in an overall saving of £5,411 p.a.

Equality Impact Assessment

A Screening Assessment has been undertaken to assist the Council in discharging its Public Sector Equality Duty under the Equality Act 2010. After completing the assessment it has been determined that this proposal does not require an Equality Impact Assessment.

Workforce Impacts

There are no workforce impacts associated with this report.

Legal Impacts

There are no legal impacts associated with this report.

Risk Management

There is a risk that increasing the management capacity will decrease the social work capacity. This will be managed through planning for case transfers of young people to the leaving care team. The grade 10 deputy manager post holder would continue to have case management responsibility.

Consultation

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

Recommendations

It is RECOMMENDED that Members approve the amendment to the structure of the Looked After Children's team in order to increase the management capacity by deleting a Social Worker (Grade 9) post and creating a Deputy Manager (Grade 10) post.

FOR DECISION

Reasons for Proposed Decision

The proposed decision will:

Increase the management capacity within the looked after children's team

Align the management structure of the team with the rest of the children's community teams.

Implementation of Decision

The decision is proposed for implementation after the three day call in period.

Appendices

Appendix 1 Financial Assessment

Appendix 2 - Equality Impact Assessment Screening Form

List of Background Papers

None

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