

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Personnel Committee

13th May 2019

Report of the Head of Participation Mr Chris Millis

Matter for Decision

Wards Affected:

All wards

Additional Grant Funding For Youth Work.

Purpose of the Report

To seek Member approval to create six full time employees for the period 2019 - 2020 to develop Youth Homelessness and Youth Mental Health & Wellbeing provisions and also the West Glamorgan Regional Partnership to support Young Carers within Neath Port Talbot. It is proposed that the following posts are created:

Youth Homelessness & Wellbeing Team Leader	JNC 17-20
Youth Homelessness Youth Workers x 2	JNC 13-16
Youth Mental Health & Wellbeing Youth Workers x 2	JNC 13-16
Young Carers Youth Worker x 1	JNC 13-16

Executive Summary

The Welsh government has allocated additional funding to each local authority via the Youth Support Grant to better equip Youth Services to deliver, and increase access to, provision aimed at the early identification and support of young people with emerging mental health, emotional or wellbeing issues and young people who are homeless or those at risk of or have experienced youth homelessness

The Youth Service proposes to use this additional Youth Support Grant to employ a team of Youth Workers who will provide targeted support for young people through youth work interventions. This support will be delivered in line with the Youth Support Grant criteria.

West Glamorgan Regional Partnership funding has been granted to the Youth Service to raise awareness of young carers with the aim of increasing referrals to the Young Carers provision.

Background

Neath Port Talbot Youth Service has delivered grant funded targeted Youth Work for over 19 years, the latest grant from the Welsh Government has additional funding attached which targets Youth Mental/ Emotional Health & Wellbeing and Youth Homelessness.

The Mental/ Emotional Health & Wellbeing allocation of the Youth Support Grant aims to develop a non-clinical model of intervention focusing on youth work approaches with the following additional criteria:

- Strengthen your youth work offer so it is better equipped to deliver, and increase access to, provision aimed at the early identification and support of young people with emerging mental health, emotional or wellbeing issues. This should include a focus on developing resilience through non-clinical/community support
- Strengthen collaborative, partnership working arrangements between the youth service and health, education, social care and voluntary sectors, ensuring a coordinated approach at a local level

- Ensure appropriate referral pathways and mechanisms for the effective tracking of young people identified as in need of support are in place and enhanced where appropriate
- Consider digital technology as a means of increasing availability and access.
- Explore the role of the Youth Engagement and Progression Framework, which already has these systems in place to reduce NEET figures, expanding its scope to identify mental health and wellbeing risk factors and help broker support;
- Recognise the need to work closely with local Child and Adolescent Mental Health Services, and local primary mental health care support services, to reduce demand for services through early identification and signposting to interventions;
- Take a flexible approach according to local need, but reflect the important role that youth work plays in providing safe places for young people to meet their peers and trusted adults, combating against issues associated with loneliness and isolation;
- Recognise the role of youth work in supporting young people to develop their personal resilience and emotional regulation skills; and ensure, therefore, that young people can access youth work, no matter where they live, alongside more targeted support depending on local need.
- The Youth Homelessness allocation of the Youth Support Grant aims to develop & deliver Youth Engagement and Progression Framework and youth work early intervention activity aimed at tackling youth homelessness. This must include:
 - Strengthening early identification systems to account for indicators associated with youth homelessness
 - Developing appropriate referral mechanisms, signposting, and pathways of support
 - Developing and delivering youth service-led training to practitioners across a range of local services so that they develop awareness of

youth homelessness and understand how to support young people effectively

- Employ a specific role aimed at establishing collaborative, partnership working arrangements across housing, health, education, social care, voluntary sectors, and a wide range of services/partners to ensure a coordinated approach and shared working practices.

West Glamorgan Regional Partnership funding has been approved to help raise awareness of young carers and the youth service aims to carry this out by employing a Young Carers Youth Worker to coordinate, facilitate awareness raising sessions and follow up these sessions with support, sign posting and referrals when needed.

Work will be carried out in conjunction with the schools and inform them of potential young carers and assist them to have the right information and support in order to cater for this vulnerable group of young people.

The Young Carers Youth Worker will look to grow the Keeping in Touch aspect of the young carers project as this is expanding and only looks like continuing to do so. The Youth Service has been able to provide an additional bus for transporting the young carers through this funding and this in turn has enabled a larger group of young carers to meet up, develop and to support each other through additional staffing and resources.

The Young Carers Youth Worker will also look at developing work to up skill professionals and partner agencies around the issues faced by young carers.

The current Youth Service Structure (Appendix 1) doesn't have capacity to deliver the additionality covered above. It is proposed that the additional Grant money is used to employ 6 new youth work posts. The proposed structure is attached as Appendix 2.

All of the additional posts will be recruited using the local authorities recruitment and selection policy and procedures. The posts will be advertised under the prior consideration process at first and if applicable will be advertised internally within the local authority. If any posts remain vacant after this approval to advertise externally will be sought. All of these posts are fixed term contracts to 31st March 2020.

Financial Impact

The total cost of the additional funding will be £314,042. This amount is divided between West Glamorgan Regional Partnership grant of £39,182 and £274,860 from Welsh Government which has been allocated but is subject to approval. This will have a positive financial impact to the organisation.

These additional posts on the staffing structure will ensure the service is able to meet the additionality set out in the West Glamorgan Regional Partnership plan and Youth Support Grant Work Plan for 2019/2020.

Financially the Local Authority will have six new full time positions that can be advertised within the organisation.

A financial appraisal is attached as Appendix 3 stating the salary costs for the grants.

Equality Impact Assessment

The equality implications of the proposals have been assessed in accordance with the Equality Act 2010. The Equality Impact Assessment (EIA) Screening Tool has determined that this proposal does not require an Equality Impact Assessment. See Appendix 4 for EIA Screening Tool.

Workforce Impacts

There are no workforce impacts associated with this report. The additional posts line management will be built into the existing Youth Service Management Team.

Legal Impacts

There are no legal impacts associated with this report.

Risk Management Impacts

There are no risk management issues associated with this report.

If the proposals were not accepted then the additional support would not be delivered to young people which may result in young people facing a

range of issues including poor emotional/mental health and wellbeing, young people becoming homeless and young carers not being identified and given support.

Other Impacts

There are no other impacts associated with this report.

Consultation

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

Recommendations

It is RECOMMENDED that Members APPROVE the creation of six full time employees for the period 2019 - 2020 to develop Youth Homelessness and Youth Mental Health & Wellbeing provisions and also the West Glamorgan Regional Partnership to support Young Carers within Neath Port Talbot. It is proposed that the following posts are created:

Youth Homelessness & Wellbeing Team Leader	JNC 17-20
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FOR DECISION

Reasons for Proposed Decision

The recommendation is made that members approve the proposed use of additional grants to enable changes to the youth service structure and the recruitment of the additional youth workers needed to carry out the work stipulated within the grant plans.

Implementation of Decision

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

Appendices

Appendix 1 - Youth Service Structure

Appendix 2 - Proposed Youth Service Structure

Appendix 3 - Financial Appraisal

Appendix 4 - EIA Screening Form

List of Background Papers

None

Officer Contact

Chris Millis - Head of Participation,

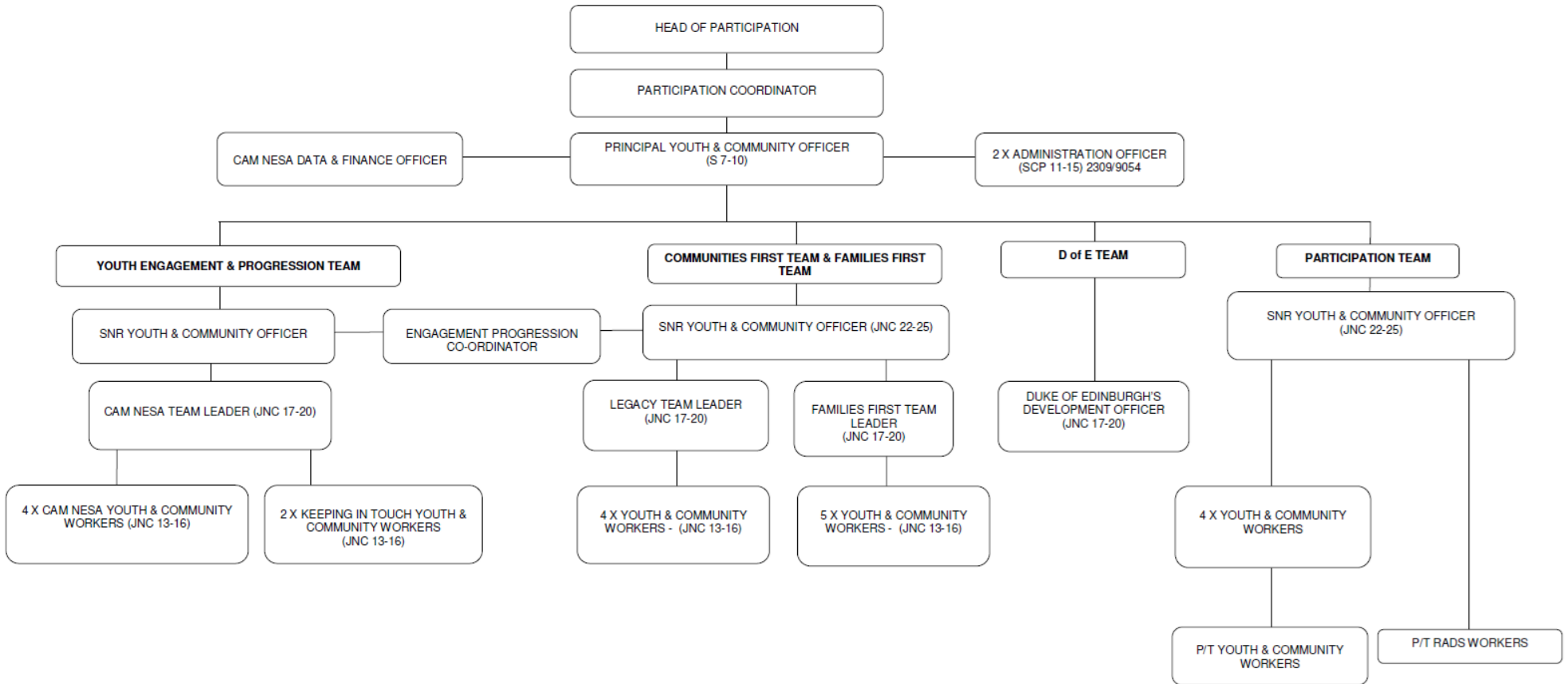
e-mail: c.d.millis@npt.gov.uk

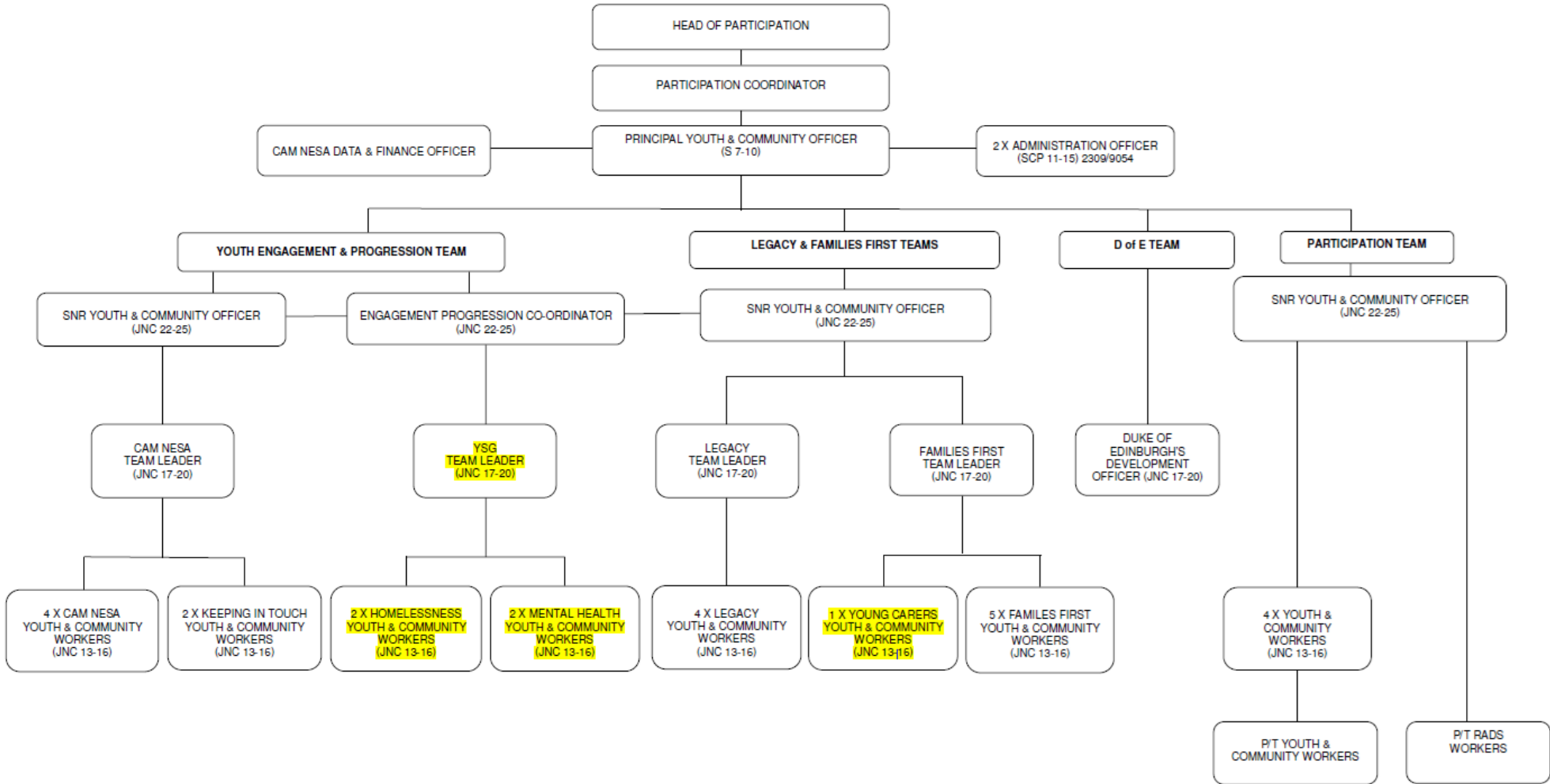
Telephone: 01639 763226

Mrs Angeline Spooner-Cleverly - Participation Co0ordinator,

e-mail: a.spooner-cleverly@npt.gov.uk

Telephone: 01639 686044





FINANCIAL APPRAISAL

APPENDIX 3

SET UP COSTS

	Current Year
Costs	
Recruitment costs	
Accommodation costs	
Office costs	
IT	
Other (Specify)	
Total Set Up Costs	0
Funding of Set Up Costs	
Revenue budget	
Reserves	
Specific Grant	
Other (Specify)	
Total Funding of Set up costs	

RECURRING COSTS

	Current Year	Full Year	Maximum cost
Costs			
Salary (see details next page)	226,642	226,642	226,642
Training & Resources	82,600	82,600	82,600
Accommodation Running costs	-	-	-
Travel & Subsistence (standby allowance)	3,000	3,000	3,000
Other Running costs - office supplies	900	900	900
Other Running costs - IT	900	900	900
Total Recurring costs	314,042	314,042	314,042
Funding of Recurring costs			
<u>External sources</u>			
Specific Grant	314,042	314,042	314,042
External Agencies			
Service Level agreement			
Other (Specify)			
<u>Internal sources</u>			
Existing budget Allocation			
Other (specify)			
Total Funding	314,042	314,042	314,042

Please refer to this table in the Financial Appraisal section of the report

FINANCIAL APPRAISAL - SALARY DETAILS

POST	PROPOSED CHANGE New Post/ Delete/ Regrade	PAY GRADE		COST / (SAVING)		
		Current	Proposed	Current Year	Full Year	Maximum
Youth Homelessness & Wellbeing Team Leader	NEW POST		YCP20	41,356.00	41,356.00	41,356.00
Youth Homelessness Youth Worker	NEW POST		YCW16	37,057.14	37,057.14	37,057.14
Youth Homelessness Youth Worker	NEW POST		YCW16	37,057.14	37,057.14	37,057.14
Youth Mental Health & Wellbeing Youth Worker	NEW POST		YCW16	37,057.14	37,057.14	37,057.14
Youth Mental Health & Wellbeing Youth Worker	NEW POST		YCW16	37,057.14	37,057.14	37,057.14
Young Carer Youth & Community Worker	NEW POST		YCW16	37,057.14	37,057.14	37,057.14
			Total	226,641.70	226,641.70	226,641.70

Please ensure that you refer to the Draft Screening Form Guidance while completing this form. If you would like further guidance please contact Corporate Strategy or your directorate Heads of Service Equality Group Champion.

Section 1

What service area and directorate are you from?

Service Area: Youth Service

Directorate: ELLLS

Q1(a) What are you screening for relevance?

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

(b) Please name and describe below
 Use of additional grant funding to provide youth work support to young people.

Q2(a) What does Q1a relate to?

Direct front line service delivery	Indirect front line service delivery	Indirect back room service delivery
<input type="checkbox"/> (H)		

(b) Do your customers/clients access this service...?

Because they need to	Because they want to	Because it is automatically provided to everyone in NPT	On an internal basis i.e. Staff
	<input type="checkbox"/> (M)		

Q3 What is the potential impact on the following protected characteristics?

	High Impact (H)	Medium Impact (M)	Low Impact (L)	Don't know (H)
Age	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or belief	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Welsh language	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Q4(a) How visible is this service/function/policy/procedure/ project/strategy to the general public?

High visibility to general public	Medium visibility to general public	Low visibility to general public
	<input type="checkbox"/> (M)	

(b) What is the potential risk to the council’s reputation? (Consider the following impacts – legal, financial, political, media, public perception etc...)

High risk
to reputation

Medium risk
to reputation

Low risk
to reputation
 (L)

Q5 How did you score?
Please tick the relevant box

MOSTLY H and/or **M** → **HIGH PRIORITY** → EIA to be completed
Please go to Section 2

MOSTLY L → **LOW PRIORITY / NOT RELEVANT** → Do not complete EIA
Please go to Q6 followed by Section 2

Q6 If after completing the EIA screening process you determine that this service/function/policy/project is not relevant for an EIA you must provide adequate explanation below (Please use additional pages if necessary).

After completion of this assessment it has been determined that due to the low impact and risk associated with this project that a full Equality Impact Assessment is not required. [REDACTED]

Section 2

Screener- This to be completed by the person responsible for completing this screening	
Name: Jason Haeney	[REDACTED]
Location: NPT Youth Service	[REDACTED]
Telephone Number: 01639 763030	[REDACTED]
[REDACTED]	Date: 09/0419 [REDACTED]
Approval by Head of Service	
Name:	[REDACTED]
Position:	[REDACTED]
[REDACTED]	Date: [REDACTED]

Please ensure this completed form is filed appropriately within your directorate because it may be required as evidence should a legal challenge be made regarding compliance with the Equality Act 2010.