

## **Delegated Officer Report**

<b>Decision Maker:</b>	<b>Merlin Joseph</b>
<b>Date of Decision:</b>	<b>24 June 2019</b>
<b>Subject:</b>	<b>New post within Independent Domestic Violence Adviser (IDVA) team</b>
<b>Report Author:</b>	<b>Debbie Holland, Early Help Service Manager</b>
<b>Ward (s):</b>	<b>N/A</b>

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**Reason for the decision:**

This decision is to agree the establishment of a new post with a responsibility for coordinating and delivering training for staff working with children and families where there is domestic abuse.

The Independent Domestic Violence Adviser (IDVA) team works with victims of domestic abuse and their families where there is a high level of risk. There has been an increase in referrals to the service year on year since 2013 when the service was established.

This post is being created to support the multi-agency workforce in their understanding of, and responses to, domestic abuse through a comprehensive training offer.

It is a key piece of work in the Ofsted improvement plan and this post will be pivotal in building capacity across the workforce to respond to domestic abuse.

The post holder will coordinate and deliver training through the Local Safeguarding Children Board (LSCB), and will also deliver bespoke training sessions to teams on all aspects of domestic abuse, including information about immigration status, the law and the range of protection orders available to victims.

The post holder will be required to be a qualified and experienced IDVA.

**Summary:**

To establish a new post within the IDVA Team.

***What are the alternative option(s) to be considered? Please give the reason(s) for recommendation(s):***

**Option A** Do not establish the post

**Option B** Establish the post

***Consultation: including any conflict of interest declared by relevant Cabinet Member consulted.***

The capacity of the team has been discussed at the Domestic Abuse Partnership.

***Recommendation(s):***

**Option B** Establish the post

**Implications:**

***What are the financial implications?***

The cost of this grade 8 proposal at scale point 38 (bottom of grade) is £45,600 per annum including on-costs. Funding is available via the Reform Investment Fund (RIF) grant. There is currently £1.460M in reserves which is to fund the RIF Project until 2021/2022. The total available and anticipated grant is £2,573k and there is a sufficient amount of uncommitted resource to support the creation of this additional post. As the funding is not guaranteed on a permanent basis beyond 2021/2022, alternative funding arrangements must be found to fund this post once the RIF Funding has been exhausted.  
(Carl Holdaway, Finance Services)

***What are the legal implications?***

n/a

***What are the procurement implications?***

n/a

***What are the Human Resources implications?***

The newly created role will support the multi-agency workforce to understand, and respond effectively to, issues around domestic abuse with a comprehensive training package and ongoing support.

As with any new post, an evaluation of the grade has been undertaken resulting in a Grade 8 being positioned to the role.

Recruitment to the role will be undertaken in accordance with Council policies and procedures.  
(Stewart Hindley, People Services Business Partner)

**Equality and Diversity Impact Assessment attached or not required because (please give reason)**

This post will not adversely disadvantage any vulnerable group

**What are the property implications**

n/a

**Risks:**

There are no corporate level risks associated with this post.

**Co-operative agenda**

This post will help to support the delivery of good value services for residents by increasing the capacity of the workforce to respond to victims of domestic abuse.

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Has the relevant Legal Officer confirmed that the recommendations within this report are lawful and comply with the Council's Constitution?

n/a

Has the relevant Finance Officer confirmed that any expenditure referred to within this report is consistent with the Council's budget?

Yes

Are any of the recommendations within this report contrary to the Policy Framework of the Council?

No

**Reason(s) for exemption from publication:**

**List of Background Papers under Section 100D of the Local Government Act 1972:**

There are no background papers to this report

<b>Report Author Sign-off:</b>	
Debbie Holland	
<b>Date:</b> 24 June 2019	

In consultation with Interim Director of Children's Services, Merlin Joseph

Signed:  Date: 28 June 2019

In consultation with the Director of Human Resources, (or representative)

Signed:  Date: 26/6/19

PAUL D STANLEY  
Head of shared & Childcare Services