

## **Delegated Officer Report**

**Decision Maker:** Elaine Devaney, Director of Children's Social Care

**Date of Decision:** 1 February 2021

**Subject:** Temporary additional Independent Domestic Violence Adviser

**Report Author:** Bruce Penhale, Assistant Director Family Connect

**Ward (s):** N/A

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**Reason for the decision:** The purpose of the report is to create an additional temporary Grade 7 Independent Domestic Violence Adviser (IDVA) post for a period of 6 months, to be filled through an agency worker

**Summary:** Under Covid-19 the volume of high risk domestic abuse referrals has increased significantly, and the team is struggling to offer timely support to victims of abuse. This creates a risk that high risk victims may not receive the support they need in leaving an abusive relationship, and consequently remain at continuing risk of serious harm.

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

**Option A** Do not create this additional temporary capacity

**Option B** create the additional temporary capacity

Option B is recommended. Without introducing the additional capacity there is a risk that victims of high risk domestic abuse do not receive the support they need in leaving an abuse relationship and consequently are at increased risk of serious harm

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

There has been consultation with the Strategic Director of Communities and Reform as the chair of the Community Safety and Cohesion Partnership, and the issue has also been discussed with the Senior Leadership Team. The Cabinet member has been consulted through discussion at the Domestic Abuse Partnership.

**Recommendation(s):** **Option B** Create the additional capacity

**Implications:**

What are the <b>financial</b> implications?	<p>The preferred option is to create an additional IDVA for a period of six months.</p> <p>The IDVA posts are at grade 7 however the recruitment of the additional post will be via an agency. The cost is in the region of £34k for six-month assignment period.</p> <p>This will be funded from the Enhanced Covid grant as agreed with the Director of Public Health.</p> <p>There are no adverse financial implications to recruiting to this temporary post. (Nicola Harrop – Finance Manager)</p>
What are the <b>legal</b> implications?	n/a
What are the <b>procurement</b> implications?	n/a
What are the <b>Human Resources</b> implications?	<p>If the proposed option is chosen, the role will be covered by an agency worker due to its immediate requirement. However, there will be a requirement to look at a fixed term contract as part of the process to keep the costs down to a manageable level. For the fixed term role there will be a requirement to advertise and recruit in accordance with existing Council policies and procedures.</p> <p>This role already exists and therefore the grade for the role is already established. (Stewart Hindley, Strategic HR Business Partner)</p>
<b>Equality and Diversity Impact Assessment</b> attached or not required because (please give reason)	The proposals will not have an adverse impact on any section of the population, and will help prevent any adverse impact on vulnerable victims of domestic abuse and their children
What are the <b>property</b> implications	n/a
<b>Risks:</b>	Failing to address the pressures on the IDVA service will leave vulnerable victims at risk of serious harm
<b>Co-operative agenda</b>	Early help services provide support to families which builds their capacity to be in control of their own lives.

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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>	
Bruce Penhale	
<b>Date: 1/2/21</b>	

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In consultation with Director of Children's Services, Elaine Devaney



Signed :

Date: 12 February 2021

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



Signed :

Date: 1 February 2021