

Delegated Officer Report

Decision Maker: Gerard Jones, Managing Director Children and Young People

Date of Decision: 27 May 2022

Subject: Supporting delivery of Reducing Parental Conflict programme

Report Author: Debbie Margiotta, Early Help Service Manager

Ward (s): N/A

Reason for the decision:

Reducing Parental Conflict is a national programme led by the Department of Work and Pensions (DWP) designed to help practitioners support families experiencing conflict by providing tools and strategies to specifically focus on the parents' relationship and communication skills. This enables parents to be able to proactively care for their children, establish a consistent, clear routine, provide a stimulating, nurturing environment, emotional security, warmth and respect and role model healthy relationships.

The proposed post of Reducing Parental Conflict Development Officer is to deliver bespoke Reducing Parental Conflict (RPC) training to partner agencies, develop partnership practice and confidence using RPC principles, and advise partners about resources and interventions to help families resolve parental conflict.

Extending the hours of the Stronger Relationships Manager from 0.5 to 0.7 will enable strategic development, partnership working with key services & third sector, establish a pro-active and engaged steering group to help drive & embed RPC, create practical resources and bespoke training support packages

Summary:

The report seeks approval to create a fixed term post for 18 months of Reducing Parental Conflict Development Officer (grade 5).

This report also seeks to extend the working hours of Stronger Relationships Manager to 0.7FTE to 31 March 2024.

Both posts will be funded by the Reducing Parental Conflict Local Grant

2022-23 - £48046

2023-24 - £37381

This funding is ringfenced. It cannot be carried over into the following financial years.

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

Option A Do not create this post.

Option B Create the fixed term secondment post of RPC Development Officer and extend the working hours of Stronger Relationships Manager

Option B is recommended. Without creation of the Reducing Parental Conflict Development Officer post there will be insufficient capacity to work with partners to embed a culture of recognising and working with families who are experiencing conflict, and these cases will likely then escalate into demand on Children's Services. Without extending the working hours of the Stronger Relationships Manager there will be insufficient capacity to deliver against the commitments made to DWP in the rollout of this programme.

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

Children's Services Directorate Management Team have been consulted on the proposals.

Recommendation(s):

To approve creation of a fixed term Grade 5 post of RPC Development Officer for 18 months and to extend the working hours of the Stronger Relationships Manager from 0.5 to 0.7 FTE until 31 March 2024.

Implications:

What are the financial implications?

The Reducing Parental Conflict Local Grant from the DWP is a ringfenced grant. The Authority received notification of grant amounts in a letter dated 30 March 2022 but had to submit a bid to secure the funding. The submission deadline was 13 May 2022. The grant allocations cover three financial years and is awarded on the basis of confirmed funding for year one with indicative funding for years two and three. The yearly allocations are set out below .

	£
2022-3	48,046.02
2023-4	37,381.10
2024-25	37,478.75

In total grant of £129,905.97 has been notified.

Clawback arrangements are in place and any funding underspend cannot carry over into future years.

Decisions for use of the first two years of the grant have been agreed at Children's Services DMT in the sum of £84,472.22 The use of year three funding will be confirmed at a later date.

The report seeks approval to create a fixed term Secondment post for 18 months of Reducing Parental Conflict Development Officer (grade 5; start June 2022)

This report also seeks to extend the working hours of the Grade 8 Stronger Relationships Manager from 0.5FTE to 0.7FTE

Profiling of costs is summarised in the table below:

	Year 1 22-23	Year 2 23-24
No of staff trained	300	150
	£	£
Training costs	8,526	1,670
Staffing Gr 5 (15 Months)	30,503	24,891
Staffing support costs Gr 8 (22 months)	9,017	10,820
Total costs	48,046	37,381

All above costs will be met within the grant award and incurred on cost centre 61212 and there should be no additional cost to the authority.

Sadrul Alam, Finance Manager

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

HR comments are noted- no further comments from legal. Radhika Aggarwal, Principal Employment Solicitor

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

Not applicable

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

If the introduction of the new post leads to the employment of a new employee on a fixed term contract the service are recommended to be mindful of the implications related to use of fixed term contracts.

Entitlement to a redundancy payment will be relevant when an individual has over 2 years continuous

service. Currently the proposal only requests a contract of 18 months so at this point this should not be an issue.

When appointing to a fixed term contract posts it is important to be mindful of any previous continuous service they may have with other local authorities as this may be relevant in calculating a redundancy payment if the contract is not renewed at the end of the term.

In addition, the contract issued should be clear around the reasons for the role being fixed term e.g. to carry out specific tasks/role and funding is reliant on external funding.

In relation to the additional hours this is straightforward and funding has been confirmed, it is essential that the change form completed is clear that this increase in hours is temporary as indicated in the recommendations.

Fixed term contracts should only be issued for the period funding is available and finance have confirmed that this available for both of the recommendations.

Kate Jolley HR Strategic Lead

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

The posts will assist in improving the offer for children and families living with parental conflict, below the threshold of domestic abuse. This training & support for partners will benefit families living together and also families who are separated.

What are the **property** implications

N/A

Risks:

There are no corporate level risks associated with this post.

Co-operative agenda

The role will involve developing the contribution of a wide range of partners, including the voluntary and community sector.

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

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

Report Author Sign-off:	
Debbie Margiotta, Service Manager Early Help	
Date: 24 May 2022	

In consultation with Managing Director of Children & Young People			
Signed	Gerard Jones Managing Director Children and Young People 	30/5/22	
In consultation with the Director of Human Resources, (or representative)			
Signed	Sayyed Osman Deputy Chief Executive 	Date: 30/05/22	