

Delegated Officer Report

Decision Maker:	Gerard Jones, Managing Director Children and Young People
Date of Decision:	2 August 2022
Subject:	Parenting Manager
Report Author:	Bruce Penhale, Assistant Director Family Connect Paula Healey, Head of Early Years
Ward (s):	N/A

Reason for the decision:

This report seeks to implement one of the priorities in the Children's Services Demand Management Strategy, which is developing a better co-ordinated approach to delivering support to parents around their children's development. This will be achieved by appointing a Parenting Manager (Grade 8) who will lead work to develop the partnership's approach to parenting, achieving a co-ordinated approach to effective parenting support spanning pre-birth to age 19 (24 years for children and young people with Special Educational Needs and Disabilities) and at different levels of the continuum need, together with a system for assessing the quality and impact of this work. The post will be created on a fixed term basis to 31 March 2025 as part of the investment to support delivery of the outcomes of the Supporting Families programme, Family Hubs programme and parenting support offer.

Summary:

Parenting matters for babies and children's health, wellbeing and development through out their life. Parental sensitivity and responsiveness, appropriate boundaries, and a positive home learning environment are all associated with better outcomes for children on virtually all the Early Years Foundation Stage measures.

All parents and carers (including fathers) need help and support from time to time as they begin their journey into parenthood.

The evidence shows high-quality parenting programmes alongside wider integrated support that is inclusive and culturally tailored for parents can improve children's and parents' outcomes

across different areas of babies and children's development.

A range of parenting work is currently undertaken by a range of partners, ranging from universal services through to intensive family support. However, there isn't a joint vision across the partnership or a clear integrated pathway. The digital and peer support offer is also under-developed.

The report seeks to create dedicated capacity by appointing a Parenting Manager who will support the development and co-ordination of Oldham's parenting offer (advice, information, peer support, training and delivery) to:

- improve workforce capability through training
- increase Oldham parents' capacity for positive, effective parenting practices across the continuum of need.

Subject to the outcome of reviewing the parenting offer, the Parenting Manager may make the business case for additional investment in the parenting offer.

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

Option A Do not create the fixed term post of Parenting Manager

Option B Create the fixed term post of Parenting Manager

Option B is recommended. Without introducing dedicated resource through this post Oldham's support offer for delivering effective parenting will remain underdeveloped – failing to realise opportunities to increase Oldham parents' capacity for positive, effective parenting and increasing the likelihood that the needs of children and families will escalate and need support from a range of more costly specialist services.

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

There has been consultation with Children's Services Management Team.

Recommendation(s):

Option B Create the fixed term post of Parenting Manager to 31/3/25

Implications:

What are the financial implications?

This report is seeking to create an additional fixed term post of Parenting Manager to 31/3/2025.

The funding for this additional post will be undertaken by a drawdown of reserve from the Reform Investment Fund. The cost of this post has been included in the forward plan profiling of the use of this

reserve over the next 3 years This should ensure that the Council does not have to support the cost of this post from mainstream budgets.

The table below summarises the post in scope with a total annualised cost including on costs, all to be met from the reform investment fund.

Post	Grade	1/8/22-31/3/23	FY 2023-24	FY2024-25
Parenting Manager	GRD8	35,153	53,785	56,861

At the end of the fixed term arrangements redeployment will be considered as an initial option before any call on possible redundancy costs. It is anticipated that any such costs will also be met from the reform investment fund reserve and an allowance of £2k has been built into the profiling.

In total, therefore, the creation of this post will cost £147,799 for which there are reserves available.

Vicki Hayes – Senior Accountant/Sadrul Alam, Finance Manager

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

No further comments. Radhika Aggarwal Principal Employment Solicitor.

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

n/a

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

As with other fixed term appointments the service is advised that if these posts lead to the employment of a new employee to Oldham on a fixed term contract to be mindful of the implications related to fixed term contracts.

Entitlement to redundancy payment will be relevant when an individual has over 2 years continuous service and where the individual has previous continuous service with other local authorities this may be relevant in calculation of a redundancy payment. If an individual is appointed from another local authority it is recommended that consideration is given to a secondment rather than a fixed term contract.

In addition, when the employment contract is issued it is essential to be clear about the reasons for the post being fixed term and where possible be specific about what area/tasks the role will be responsible for. If the role is generic and within a team of similar/same roles it may be necessary to consider all postholders as a pool should the requirement for the roles/work reduce at the end of the fixed term contract.

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

Kate Jolley
HR Strategic Lead

The proposals will not have an adverse impact on any section of the population, and will help improve the wellbeing of children in need and their families

What are the **property** implications

n/a

Risks:

There are no corporate level risks associated with the proposal. The post will assist in the Demand Management Strategy to improve the delivery of earliest possible help to children and families, and reduce the pressures on Children's Services

Is Co-operative agenda

Developing the parenting offer will build the capacity of parents to support the development and wellbeing of their children.

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

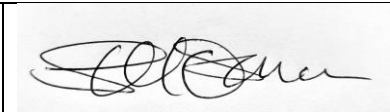
Reason(s) for exemption from publication:

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:	
Bruce Penhale Assistant Director Early Help	
Date: 2/8/22	

In consultation with Managing Director of Children & Young People, Gerard Jones			
Signed		Date: 2 nd August 2022	

In consultation with the Deputy Chief Executive, Sayyed Osman			
Signed		Date:25/08/22	