

Appendix 2

Summary of DfE Innovations Bid – Staffing and resources to implement programme

1. Summary of programme

We are seeking an investment of £4.85 million from DfE to transform the children's social care system in the city, implementing a restorative, family centred model. This includes proposals to use:

- £1.32 million to train an estimated 6,000 practitioners across our multi agency workforce in restorative techniques, so these can be applied earlier in the life of a problem and prevent issues escalating to the point where a social care intervention is required.
- £1.57 million to expand the use of Family Group Conferencing services to more areas where this can have an impact, particularly domestic violence.
- £800k to commission more services that offer restorative models of support where we identify that these can create the strength to change, including victim, perpetrator and child-centred programmes for domestic abuse victims and a programme for young mothers to be, known to social care who have already had multiple pregnancies
- £1.16 million to support programme costs, scaling up and evaluation costs for the whole programme, including working with DfE evaluation partners

2. Indicative staffing requirements (based on FTE posts) are:

FGC Service – up to 26 FGC Co-ordinators (PO2 grade), up to 8 management and support staff (range of grades).

Workforce Development - temporary training manager (PO4 grade), training co-ordinators (up to 15, PO1 grade) and support team (up to 4, range of grades).

Programme Management - temporary Programme Manager (PO6 grade), a Project Officer (PO2 grade) and a Programme Administrator (C1 grade).

Proposals to procure flexible resources to support the delivery of restorative practice training and family group conferencing are detailed below.

Appendix 2 (part 2): Permission to procure a framework contract for the delivery of Restorative Practice training across Children's Services.

1. There is a requirement to secure external expertise in a range of areas. The identified elements are:
 - Restorative Practice training and development for Social Work Staff
 - Restorative Practice training and development for Residential staff and foster carers
 - Training and development on Restorative Conferencing and dispute resolution
 - Development of Family Group Conferencing in social work services
 - Restorative practice in Schools leadership development

2. The purpose of the service is to provide access to expert, quality training for practitioners to utilise restorative practice techniques effectively in their work with children, families and young people. Service providers will:
 - Deliver bespoke training packages to schools and identified service areas within the wider children's workforce. These bespoke packages have been developed for Leeds.
 - Support each service area in planning and taking actions to expand the use of Restorative Practice and Family Group Conferences to achieve a consistent approach and lead to evidenced outcomes for children and young people.
 - Build on the work already carried out in Leeds to improve practice and standards across the wider workforce.
 - Work with partners to identify a delivery plan to meet outstanding training needs around Restorative Practice/Family Group Conferences and identify the training to be delivered to the children's wider workforce.
 - Produce and provide training materials to support a coherent restorative practice training and development programme for Leeds.
 - Develop a sustainable, long term plan to enable Leeds to become a restorative city.

3. It is planned that the contract will commence from the 1st April 2015. The contract will be put in place for one year with 2 options to extend for a further year. Spend against the contract is planned within core Children's Services budgets up to a value of £260K in 2015-16. The value will be up to £1.5m in 2015-16 on the basis of a fully successful innovations bid. Applicants will be made aware of the above circumstances.

4. A competitive tender process is undertaken to procure a new framework contract for the delivery of Restorative Practice Training for Children's Services. Use of a framework contract has been identified as the most practical arrangements to deliver the diversity of training required across the directorate and ensure provision is available as required.

5. There is a requirement to bring in expertise in a range of areas. The identified elements are:
 - 1) Restorative Practice training and development for the wider children's workforce. This will include briefings, awareness raising sessions and Practice Development Groups.
 - 2) Training and development on Restorative Conferencing and dispute resolution.
 - 3) Delivery of restorative conferences.
 - 4) Training delivery and development including 'deep dive support' for key services.
 - 5) Development of Family Group Conferencing in social work and social care services and wider as appropriate.
 - 6) Facilitating Family Group Conferences.
 - 7) Leadership and mentoring in restorative practices across the wider children's workforce.
 - 8) Restorative practice in Schools leadership development.
6. The framework will operate on the basis of providers being ranked during the tender evaluation process. Work will be allocated following the ranking process, with separate rankings available for the different types of training to be delivered.
7. Children's Services Workforce development team will work with colleagues across the directorate and in other areas, such as schools, to identify requirements for RP training. An RP strategy group will be in place for Children's services, this group will undertake the process of agreeing training requirements and making arrangements for training to be delivered by service providers.
8. The contract will operate on a call-off basis, so payments will depend on the take-up of training.
9. Training to schools will be delivered on a traded basis if DFE Innovation fund is absent or insufficient to fully support work in schools. In this case demand from schools will determine call off from the contract we put in place.