

Report of Sam Millar - Chief Officer, Community Safety

Report to Neil Evans – Director, Environments and Neighbourhoods

Date: 25th July 2015

Subject: Transfer of Signpost into Children’s Services.

Are specific electoral Wards affected? If relevant, name(s) of Ward(s):	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Is the decision eligible for Call-In?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, Access to Information Procedure Rule number: Appendix number:	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

Summary of main issues

1. Signpost was initially established as a pilot project in 2004 within the Regeneration Division, to work with anti-social families across two communities in South Leeds.
2. Since its inception, Signpost has grown from a pilot project into a valued citywide service, and over the past 5 years, it has been housed within the Community Safety Division of E & H.
3. Over the years, Signpost has widened its remit to working with families where there is a risk of family breakdown with the prospect of children coming into care. Given the expanded remit, there has been consideration given to moving Signpost into Children’s Services at various points throughout its existence however, to date the service has remained within E & H.
4. Following recent discussions with Children’s Services, it is now felt the timing is right for Signpost to be hosted within Children’s Services, and the service would sit alongside a range of other intensive family support services such as Multi-systemic Therapy and Family Intervention Service.

Recommendations

1. The Director of Environments and Housing to give approval for Signpost to transfer across to Targeted Services (Children’s Services).

Purpose of this report

- 1.1 To secure approval from the Director – Environments and Housing, to transfer Signpost across to Targeted Services (Children’s Services).

2 Background information

- 2.2 Signpost was established in 2004, as a pilot project. Its remit was to work with families involved in anti-social behaviour and was modelled on the Dundee Families Project established by the children’s charity, Action for Children.
- 2.3 Signpost initially operated across two neighbourhoods in South Leeds, and was grant funded.
- 2.4 Over the years, Signpost has undergone various evaluations including Leeds Metropolitan University and Sheffield Hallam University which found the service was delivering positive outcomes for some of the city’s most challenging families and offered good value for money.
- 2.5 As a result, Signpost has grown incrementally over the years into a service that has 3 locality based teams and operates citywide. The service has been funded through a range of grant funded initiatives throughout its lifetime, including NRF, Safer Stronger Communities, Supporting people, and HRA.
- 2.6 At various points over the past few years, discussions about moving Signpost into Children’s Services have taken place, however to date the service has remained within E & H.

3 Main issues

- 3.1 Given the work of Signpost is more akin to activity which is undertaken within Children’s Services rather than Community Safety, there is a compelling case to align the service alongside Targeted Services, which is part of Children’s Services.
- 3.2 Signpost has a managed expenditure budget of £1,229k, which funds 27.3 FTEs and associated running costs of the service. The service is funded through HRA (£840k), Troubled Families Money (£200k) and Family Intervention Programme (£320k).
- 3.3 The service will transfer to Children’s Services with a net managed budget of £171k credit, this reflects the principle of charging costs associated to the services (i.e. HR, Finance, etc) which are managed outside the service to the relevant income streams.
- 3.4 A high level breakdown of the budgets to be transferred is listed below:

<u>Signpost Budget 2015/16</u>	
Employees	1,075,530
Premises	17,540
Supplies & Services	60,080
Travel	58,630
Internal Charges	17,500
Managed Expenditure	<u>1,229,280</u>
HRA Income	-840,430
Troubled Families	-320,000
Family Intervention Programme	-200,000
Other Income	-40,000
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Income	<u>1,400,430</u>
Net Managed Budget	-171,150

- 3.5 A significant level of Signposts funding (£760K in 2014/15 and £520 in 15/16) comes from Children's Services, and much of this funding has been short term. In a climate of shrinking resources, this has created uncertainty about future funding of the service and a transfer into Children's Services may lessen this. Alternately, a move into Children's Services will look to align a number of family support resources to deliver a more sustainable model of delivery.
- 3.6 Discussions between Chief Officer, Community Safety and the Head of Targeted Services to move Signpost across have been positive, and subject to existing HRA funding commitments continuing, they are open to hosting Signpost within Children's Services.
- 3.7 Children's Services are not proposing any reorganisation or restructuring of the service and therefore, there are unlikely to be any significant implications for Signpost staff, other than the Team Leaders having to report to a different line manager.
- 3.8 The proposed move across into Children Services has no immediate impact on current staffing levels, it is therefore proposed that a transfer of Signpost into Children's Services be concluded by the 01 September 2015.

4 Corporate Considerations

- 4.1 All relevant briefings with Executive Board Members need to be undertaken at the relevant point, prior to the move of Signpost into Children's Services.
- 4.2 HR and Finance colleagues need to be briefed in order to ensure compliance with internal processes and allocations. It has been agreed with HR colleagues that Signpost will be 'picked and dropped' from E&H to Children's Services.

- 4.3 This DDR report, once agreed by the Director for E&H, will support a DDR report submitted by Children's Services to the Director of Children's Services. Signpost will be overseen by the Head of the Family Intervention Services within Children's Services. See Appendix 1 attached to this report.

5 Consultation and Engagement

- 5.1 Signpost Team Leaders have met with the Community Safety Chief Officer and Head of Service for Signpost to be informed of the decision to transfer Signpost into Children's Services.
- 5.2 A meeting with the wider Signpost staff teams by Chief Officer, Community Safety, Signpost Head of Service, HR and senior representative from Children's Services took place on 29/07/15, where they were made aware of the proposed changes.
- 5.3 As the proposed transfer will not impact on the roles of staff within Signpost, it is not envisaged that this process needs to be a lengthy one.
- 5.4 The movement of Signpost across to Children's Services was raised at the Safer Leeds JCC meeting of 23 July 2015. At this stage, no objections or concerns were raised by relevant members in attendance.

6 Equality and Diversity / Cohesion and Integration

- 6.1 This is an internal move within LCC of staff from one directorate to another. There are no implications to staff terms, conditions or working practices in respect of the proposed move across to Children's Services. Therefore, individual staff situations will not be changed in any format.
- 6.2 The move of the current Signpost group to Targeted Services within Children's Service will be a pick and drop and exercise. Although the movement may impact slightly on the equality figures for each directorate as a result of the movement of the 27.3 staffing this will not effect the overall LCC equality data information. An Equality Impact Screening Assessment has been undertaken in relation to the proposed structure and is attached at Appendix 2.

7 Council policies and City Priorities

- 7.1 Given the fundamental function performed by Signpost will remain unchanged, it will continue to support delivery against the city priorities around anti-social behaviour, tackling domestic violence and abuse, reducing the numbers of Looked After children and 'child friendly Leeds'

8 Resources and value for money

8.1 Signpost is a recognised 'spend to save' service that has and continues to deliver value for money. It will continue to utilise the same performance measure in Children's Services that it currently uses to report back.

9 Legal Implications, Access to Information and Call In

9.1 None

10 Risk Management

10.1 Given there is unlikely to be any challenges to the proposals from staff and similarly from Lead Members, there are unlikely to be any risk against which we need to mitigate.

11 Conclusions

11.1 The proposal is that Signpost, as a Service now more appropriately and efficiently should be incorporated within Children's Services. The transfer of Signpost into Children's Services can now form part of the menu of interventions on offer for families through targeted Services.

12 Recommendations

12.1 The Director – Environments & Neighbourhoods approve the transfer of Signpost into Children's Services.

Subject: Transfer of Signpost Service to Children's Services

Summary

- To support the proposal set out in the DDR report to the Director of Environments and Housing regarding the transfer the Signpost family support service in a "pick and drop" arrangement, from its current location in Environments and Housing to Children's Services.

Current position

- The Chief Officer for Community Safety approached Children's Services with a view to considering options for transferring the Signpost service into Children's.
- Children's Service has had a Service Level Agreement with Signpost funding £320k resource for work with children and families who are at risk of poor outcomes for a number of years and more recently it contributed £200k to support the Families First Programme. In addition the service is also funded through the Housing Revenue Account (HRA) £840k.
- Given the funding breakdown and the fact that the work of Signpost now sits most naturally within the children and families arena, it would seem timely to consider a transfer of the service into Children's Services, where it will form part of the menu of interventions on offer for children and families.
- Children's Services are open to the proposal and the Director of Children's Services has agreed to this proposal in principle on the basis that it will be a "pick and drop" arrangement with the service located in Targeted Services and based on the existing HRA funding commitments continuing.
- There will be no restructuring implication or changes to terms and conditions for staff in Signpost. Line Management for the 3 team managers and strategic service lead will be picked up from within the Targeted Services structure.
- There will be no impact on families who are currently being worked with by Signpost.
- It is proposed that subject to approval of the Delegated Decision Report (DDR) the changes will come into effect on 1st September 2015.
- Staff in Signpost and Union representatives are aware of the proposals.
- Finance and HR teams in both Directorates are aware.
- There are no budget implications for this financial year 2015/16.

Recommendation

- That the Director of Children's Services support the proposals outlined which are still subject to the approval of a DDR by the Director of Environments and Housing.