

# WIRRAL COUNCIL

## EMPLOYMENTS AND APPOINTMENTS COMMITTEE

22 MARCH 2012

|                  |   |
|------------------|---|
| SUBJECT:         | <b>CO-ORDINATOR INTENSIVE FAMILY<br/>INTERVENTION PROGRAMME</b> |
| WARD/S AFFECTED: | <b>ALL</b>  |
| REPORT OF:       | <b>ACTING DIRECTOR CHILDREN'S<br/>SERVICES</b>                  |
| KEY DECISION?    | YES   |

### 1.0 EXECUTIVE SUMMARY

- 1.1 The report sets out a proposal to create a post of Intensive Family Intervention Co-ordinator grade EPO 14 £50,667 - £53,209, (for 3 years duration) to lead the implementation of the Intensive Family Intervention Programme on Wirral. The post is an essential component of the Intensive Family Intervention Programme as the post holder will be the operational link between Wirral Council and the Government's Troubled Families Unit.
- 1.2 The Acting Deputy Director of CYPD will be the programme Champion but the Co-ordinator will be responsible for ensuring that the programme is implemented and necessary performance measures are achieved. The post holder, in successfully implementing the Intensive Family Intervention Programme will be directly delivering and promoting the Council's Priorities. The aim of the programme is to ensure that funded family support measures are effectively deployed; and longer term, to reduce pressure on these budgets.
- 1.3 Approval to create an Administration post at Band D, to support the role of Co-ordinator, will be sought under the Council's Delegated Authority approval process. Detailed in Appendix A is the structure chart and proposed reporting arrangements.

### 2.0 BACKGROUND AND KEY ISSUES

- 2.1 The Troubled Families policy (Community Budgets) was introduced by the government as an initiative to deal with the challenges presented by families with complex needs. Building on the Total Place model, it involves a number of agencies working together to identify needs and appropriate interventions. Central to this approach is the need for families to have one worker who will work with the agencies involved with the family and ensure that the interventions are appropriate and the family is involved in the planning process. In the summer of 2011 Wirral indicated that it was willing to be involved in phase two of the Community Budgets initiative which was supported by the Council's Cabinet at the meeting on 1 September 2011.
- 2.2 Following the riots in the summer of 2011, the Government indicated that there were too many families with complex and multiple needs, with children at risk of, or actually involved in, anti social behaviour, not engaged with the system. The Government has

set a target to move 120,000 families from high levels of need to a point where parents are work ready, the children are in education employment or training and there is a reduction in anti social behaviour. To drive this policy the Troubled Families Unit was set up in the Department of Communities and Local Government (DCLG) and Louise Casey was appointed as Director General of the Troubled Families Unit. The estimated number of "Troubled Families" on Wirral is 900. The government has established that the following are key indicators for involvement in the programme:

- Family member/s involved in anti social behaviour
- Intergenerational unemployment
- Poor school attendance/ school exclusions

- 2.3 The families engaged in this programme will have significant needs that will impact on a number of service providers. Multi agency secondments or partnership agreements will be needed to ensure a coordinated approach to dealing with the cross agency issues presented by the families. One council department cannot meet all the requirements of the programme and the involvement of other departments, external partners (including the Voluntary Community and Faith Sector) at strategic and operational level is essential if the expected outcomes are to be met. A key area for agreement will be the secondment of staff from council departments, external partners and the Voluntary Community and Faith Sector.
- 2.4 There will be £100,000 available from the Troubled Families Unit to fund a post of Intensive Family Intervention Programme Co-ordinator. This is a senior post and will work across the Wirral Partnership to ensure there is multi-agency involvement resulting in performance measures being met. The post will report to the Troubled Families Unit and to the Programme Champion, the Acting Deputy Director CYPD (Children's Social Care).
- 2.5 It is intended to start the programme in April 2012. There are a number of tasks to be completed by then, including:
- Identification of families
  - Agree the Vision for Intensive Family Intervention Programme
  - Finalise Project Plan
  - Agree Governance arrangements
  - Identify and secure the support of partner agencies
  - Secure cross council support
  - Hold Readiness assessment workshop
- 2.6 The appointment of a co-ordinator is central to the effective implementation of the Intensive Family Intervention Programme.

### **3.0 RELEVANT RISKS**

- 3.1 If approval to create this post is not secured, this will directly impact on the Council's ability to implement the programme as agreed with the National Troubled Families Unit.

#### **4.0 OTHER OPTIONS CONSIDERED**

- 4.1 Adding this responsibility to a current post has been considered not taken further as it was recognised that this post should be focussed on the programme and meeting start-up requirements.

#### **5.0 CONSULTATION**

- 5.1 Briefings in relation to the programme and its requirements have been taken to the Children's Trust board, the Joint Commissioning Group and the Child Poverty Working Group

#### **6.0 IMPLICATIONS FOR VOLUNTARY, COMMUNITY AND FAITH GROUPS**

- 6.1 This post will be an internal secondment not available to the Voluntary Community and Faith Sector.

#### **7.0 RESOURCE IMPLICATIONS: FINANCIAL; IT; STAFFING; AND ASSETS**

- 7.1 There is £100,000 per annum available for three years to fund this post and the administration worker to meet necessary support costs.

#### **8.0 LEGAL IMPLICATIONS**

- 8.1 If the applicant is from a partner agency a secondment agreement will be required.

#### **9.0 EQUALITIES IMPLICATIONS**

- 9.1 Has the potential impact of your proposal(s) been reviewed with regard to equality?

(a) Yes and impact review will be published at <http://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-2010-0>

#### **10.0 CARBON REDUCTION IMPLICATIONS**

- 10.1 There are no implications.

#### **11.0 PLANNING AND COMMUNITY SAFETY IMPLICATIONS**

- 11.1 Planning permission is not required.

#### **12.0 RECOMMENDATION/S**

- 12.1 The Committee approves the creation of the post of Intensive Family Intervention Co-ordinator EPO 14 (three year appointment) which will be advertised as a secondment opportunity.

#### **13.0 REASON/S FOR RECOMMENDATION/S**

- 13.1 To enable the planned implementation of the Intensive Family Intervention Programme to start.

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## **APPENDICES**

Appendix A Structure Chart Programme Leader Intensive Family Intervention Programme.

## **REFERENCE MATERIAL**

**Cabinet report 15 March 2012**

**Project Implementation Document – Intensive Family Intervention Programme**

## **SUBJECT HISTORY (last 3 years)**

| <b>Council Meeting</b>       | <b>Date</b>     |
|------------------------------|-----------------|
| <b>Cabinet</b>               | <b>15/03/12</b> |
| <b>Overview and Scrutiny</b> | <b>21/03/12</b> |