

# PEOPLE COMMITTEE

12 SEPTEMBER 2018

## REPORT OF THE DEPUTY CHIEF EXECUTIVE

### EARLY HELP REVIEW

#### 1.0 PURPOSE OF REPORT

- 1.1 To update Members on the outcome of the Early Help Review that has been conducted by Leicestershire County Council (LCC) and to consider the implications for this Council.

#### 2.0 RECOMMENDATIONS

- 2.1 **Note that the delivery of the Supporting Leicestershire Families service in Melton will not be delivered by Melton Borough Council staff after the current agreement terminates on 31<sup>st</sup> March 2019 and that the 5 staff who currently deliver this service will be subject to TUPE transfer from 1<sup>st</sup> April 2019.**
- 2.2 **Note that in order to safeguard the interests of the staff involved, LCC are to include these 5 staff in their Action Plan for affected staff across the County with immediate effect, even though they are not employed by LCC.**
- 2.3 **To note that following the termination of the current agreement the Council will not need to make any provision for future budget processes and that the £30k previously included in the Medium Term Financial Strategy for 2019/20 will not be required in the development of the budget for that year.**
- 2.4 **That a further report linked to our focus on priority neighbourhoods will be considered by this Committee regarding the future uses and finances for the 3 Community Centres at the Edge, the Cove and Fairmead once it is clearer what LCC intentions and requirement are.**

#### 3.0 KEY ISSUES

- 3.1 In January and July 2018 LCC's Cabinet considered reports on a number of proposed changes to their 'Early Help' Services with a view to implementing a new service model from April 2019. 'Early Help' Services in this context is effectively an amalgamation of 4 specific services: -

- Supporting Leicestershire Families (SLF)
- Children's Centres
- Youth Offending Service
- Early Help Information, Support and Assessment

It is to be welcomed that some aspects of these 4 services will now be being delivered from a locality base in Melton rather than from County Hall. However, others are already being delivered locally and there will be risks to overall delivery if these services lose some of their historical links to other services, including Melton Borough Council services such as Housing and Community Safety.

- 3.2 In relation to the SLF service, the Borough Council is both a funding partner and an employer of staff. The service was introduced in 2013 and was last considered by the former Community and Social Affairs Committee in November 2015. At that meeting the Council agreed to set aside a £90,000 reserve fund to provide for an annual contribution of £30,000 covering each of the three financial years 2016/17, 2017/18 and 2018/19. It has been assumed by LCC that this contribution will cease from 2019/20 financial year. In

terms of the staff, the Borough Council acts as the employer but the costs associated with this are reimbursed by LCC. LCC has informed us that the current agreement with the Council will terminate on 31<sup>st</sup> March 2019. The 5 staff employed by us will be subjected to a TUPE transfer from 1<sup>st</sup> April 2019 but in order that they are not disadvantaged, LCC are proposing to include those staff in their Action Plan from now together with all SLF staff employed direct by LCC. Consultations with the staff affected will take place jointly between the two organisations and is due to begin on 24<sup>th</sup> September 2018.

3.3 In relation to the Children's Centre services these are currently provided from four buildings across the Borough: -

- The Cove, Melton Mowbray
- The Edge, Melton Mowbray
- Fairmead, Melton Mowbray
- Vale of Belvoir

There is strong evidence to show that these services are critical to many children, particularly during the first 1001 days of life when the human brain for infants develops so quickly. The first three of these buildings are owned by the Borough Council and so there is an additional interest here as a landlord. The original proposal was to withdraw Children's Centre services from all of these buildings and deliver a single consolidated Early Help Service from a Family Wellbeing facility based at Venture House. The final proposal, accepted by LCC Cabinet in July, is to provide two Family Wellbeing Centres in the Borough, one at Venture House and the other at The Edge. A meeting will be held shortly to discuss the ongoing arrangements for all of the buildings owned by this Council. Subsequent to this meeting we will have a better understanding of the financial consequences for MBC of this decision. The three buildings owned by MBC will continue to be important community centre buildings that are all in the heart of the Council's priority neighbourhoods and this will provide an opportunity to refocus on these buildings and work collaboratively with local communities to consider how they could be well used in the future. A further report on this aspect will be provided for members at a future meeting.

#### 4.0 **POLICY AND CORPORATE IMPLICATIONS**

4.1 The way in which the Early Help service operates within the Borough will have a significant impact on the following corporate priorities for people: -

- PP1 Helping people fulfil their potential and achieve their ambitions.
- PP2 Work with our partners to address vulnerability and tackle the root causes of social problems, building safe, happy and healthy communities.
- PP3 Focussing on our priority neighbourhoods, support people to overcome disadvantage and live well independently.

4.2 The new Early Help service is vital to the long term wellbeing of the Borough. It is clear that poor experiences during these early years can lead to long term problems and difficulties for individuals and for communities. In recent years this Council has successfully delivered the Children's Centre and SLF parts of the new Early Help service and for these elements was able to achieve high levels of integrated service provision for vulnerable people. This will be more difficult under the new service but this Council will do all that it can to try and ensure that the new service is able to work as effectively as possible. It is hoped that a shared staff base at Parkside can still form part of an integrated working arrangement moving forward.

## **5.0 FINANCIAL AND OTHER RESOURCE IMPLICATIONS**

- 5.1 In 2017/18 the total charge to LCC for their share of the running costs for the three Children's Centre buildings owned by MBC was £54k. Based upon these figures the decision to not use the Cove and Fairmead will mean that the Council will lose in the region of £34k per annum towards the running costs of these three centres. This will be an additional strain on special expenses for the town.
- 5.2 The Council has made a financial contribution of £30k per annum towards the SLF service for the last 6 years. This payment will not be required from 2019/20.

## **6.0 LEGAL IMPLICATIONS/POWERS**

- 6.1 Legal support will be required to deal with the TUPE issues and the agreements with LCC for the use of the three Children's Centres. Each of the three Children's Centre Agreements will require 18 months' notice to be served by LCC and it is anticipated that this will be served for Fairmead and The Cove.

Further legal advice will be provided to ensure that legislation is complied with.

## **7.0 COMMUNITY SAFETY**

- 7.1 The Early Help service will have a direct and indirect impact on Community Safety issues within the Borough.

## **8.0 EQUALITIES**

- 8.1 A full Equalities Impact Assessment has been carried out by LCC as part of their review and this was reported to their Cabinet as part of the final report.

## **9.0 RISKS**

9.1

<b>L I K E L I H O O D</b>	<b>A</b>	<b>Very High</b>				
	<b>B</b>	<b>High</b>				
	<b>C</b>	<b>Significant</b>		1,2,3		
	<b>D</b>	<b>Low</b>			4	
	<b>E</b>	<b>Very Low</b>				
	<b>F</b>	<b>Almost Impossible</b>				
			<b>Negligible 1</b>	<b>Marginal 2</b>	<b>Critical 3</b>	<b>Catastrophic 4</b>

**IMPACT**

<b>Risk No</b>	<b>Risk Description</b>
1	Loss of integrated services
2	Less effective information sharing
3	Fewer overall resources meaning loss of service
4	Higher demand on Borough Council services

## 10.0 CLIMATE CHANGE

10.1 There are no implications arising from this report

## 11.0 CONSULTATION

11.1 Management Team and Policy Forum members have been consulted.

## 12.0 WARDS AFFECTED

12.1 All

Contact Officer Keith Aubrey

Date: 24/08/2018

Appendices :

Background Papers: LCC Cabinet Reports

Reference :