



East Northamptonshire Council

Policy and Resources Committee - 13 July 2009

Post of Children and Young Persons Services Co-ordinator within Community Development Services.

Summary

This report presents Members with proposals for the future work on the agenda for Children and Young People

Attachment(s)

Appendix A - current Community Development Structure.

1.0 Background

1.1 At the Council meeting on 2 March 2009, when considering the 2009/10 revenue budget, it was resolved,

i) That the posts of Children and Young Persons' Service Co-ordinator and Planning Obligations Support Officer be extended for six months and that the cost be met from savings achieved by deleting the post of Senior Building Control Surveyor from the establishment.

ii) That a review be carried out by Officers on the way the Council might address the necessary work currently carried out by the two post holders referred to above in future without incurring any additional staffing costs and a report be presented to the Policy and Resources Committee by no later than July 2009.

(Minute 384, Budget 2009/10 (e) Revenue budget, items 3 and 4).

1.2 This report considers the opportunities and options in relation to the post of Children and Young Persons' Service Co-ordinator (CYPSC) as referred in the minute above. However we have also taken the opportunity to look at other options that consider the structure of the Policy and Community Development team as a whole.

1.3 The Policy and Community Development team is currently carrying

- 1 vacant post of Community Development Officer, Area Based Initiatives (ABI). The post holder left in May.
- 1 part time (18 hours) administrative officer support to the team. This officer also provided lunch time cover for the Contact Centre. The post holder left in May and has not been replaced.

1.4 In the light of the current drive to identify potential savings the following options have been considered by the Budget Review Group (BRG) prior to presentation at this meeting of the Policy & Resources Committee.

1.5 The options presented in this report - which offer up savings - will have varying degrees of impact on our customers, the communities we serve and the partners that we work with. This report is intended to highlight these options and a possible way forward.

2.0 Children and Young Persons Services Co-ordinator (CYPSC) post within the Community Development Team

2.1 The Community Development team sits within the Policy and Community Development Service. The current structure is attached at **Appendix A**.

2.2 In summary the Community Development Team is responsible for the following:-

- ABI – Rushden West – 3 year intensive work complete but still support the group on an ad hoc basis.
- ABI – Rushden East - 1st year of 3 year ABI project now underway.
- ABI – Irthlingborough John Pyel - moving into 2nd year of ABI project.
- Voluntary Sector Development – Administer and monitor Council grants, building capacity, supporting and developing the voluntary sector.
- Children and Young Persons Services – Supporting the Youth Council and other forums to ensure young people have a local voice, administer all Youth Grants and the Youth Opportunities Fund (£100k). Support and advise local groups who want to work with young people.
- Develop the Sustainable Communities Strategy and support the LSP, ENable.

2.3 The Children and Young Persons Service Co-ordinator (CYPSC) post was created as a result of a recommendation by Scrutiny Committee in 2005 after undertaking a review of services for young people in East Northamptonshire. The review recommended that a C&YPSC post be created to,

- Improve the strategic planning of services for young people locally
- Improve communications, consultation and involvement with young people
- Improve access and promotion of youth support services
- Address transport issues.

2.4 Since then, the Council has strengthened its commitment to helping the local communities of East Northamptonshire become more sustainable. It has brought together a number of posts to form a dedicated Community Development Team, to focus on working with local communities, developing sustainable solutions to their needs and aspirations and to work on area based initiatives (ABI) in targeted geographical areas. The CYPSC role is part of this team and the involvement of children and young people in the development of their areas is a critical component of the team's work.

2.5 A further report and a presentation were made to Scrutiny in November 2007 to update them on the progress of the C&YPSC post and achievements against the agreed work areas stated in paragraph 2.3. Examples of the work that has been undertaken are outlined in para 3.5.3.

2.6 The post of CYPSC is working predominantly towards the key priorities of:-

- Reduced fear of crime
- Increased participation in play sport, leisure and culture
- Strong communities
- Improved access to information and services
- Positive activities for young people.

2.7 In order to achieve these outcomes the work of the CYPSC has focused largely around 4 key areas, these being:-

- Developing the voice of children and young people in East Northamptonshire, through the Youth Council and other mechanisms to promote opportunities for young people to contribute to the development of their local communities.
- Working to allocate the £100k per annum of Youth Opportunities Fund (YOF) grant to projects and initiatives that meet the needs of young people

and improve facilities and opportunities for children and young people in East Northamptonshire.

- Providing key support to ensure this Council's arrangements are in place for safeguarding children, young people and vulnerable adults.
- Promoting and maximising opportunities for play development across East Northamptonshire.
- Providing advice and support to the voluntary sector to enable them to set up and run activities and facilities for young people.

2.8 The Council's work on children and young people has been recognised and acknowledged by the Audit Commission in its inspection of Cultural Services.

"The Council provides a wide variety of cultural activities and facilities through a range of effective partnerships to both meet wider Council objectives and national objectives. Facilities and programmes are spread across the district and the Council effectively addresses the access difficulties faced by people in rural communities. There are examples of cultural service having a direct, positive impact on the quality of life of communities and individuals. This is particularly seen with the Council's priority of young people where there is good partnership working with the Youth Council and other organisations...."

2.9 In a recent consultation exercise through the Place Survey and the East Northamptonshire Residents Panel, more activities for teenagers and things for young people to do is a reoccurring theme, and a top priority for local people.

3.0 Options

3.1 Members required a review to be carried out by the Officers on the way the Council might address the necessary work currently carried out by the CYPSC without incurring any additional staffing costs.

3.2 As stated in paragraph 1.4 the options below will have varying degrees of impact on our customers, the communities we serve and the partners that we work with.

3.3 Option 1 -The Status Quo

3.3.1 In order to retain the outcomes and areas of work outlined in paragraphs 2.4 and 2.5 above it would be necessary to retain a full time post of CYPSC.

3.3.2 The costs of the CYPSC post are within the budget until 30 September 2009. However, to retain the post would cost a further £18.5K for 2009/10 and £36k from 2010/11 onwards.

3.4 Option 2 - Cease one ABI project

3.4.1 The Community Development team currently carries one vacant post of Community Development Officer (ABI). The post became vacant on the resignation of the post holder from 8th May 2009. This post was created to carry out the work for the Area Based Initiative (ABI) in the John Pyell ward in Irthlingborough. Recruitment of a new officer has been suspended pending consideration of this report and any subsequent decision of the Policy & Resources Committee.

3.4.2 If Members were minded, they could cease one of the current ABI projects and transfer the post costs to the CYPSC post. This would deliver the service for children and young people and would represent nil cost to the Council.

3.4.3 However, this option would have a significant impact on the local community. Both ABI projects in Rushden East and the Irthlingborough John Pyell ward are now well underway, Lead Members are appointed and are working with the community to progress the local improvements that are being identified. Aspirations have been raised and it would be detrimental to the reputation and credibility of the Council to pull

out of an ABI project at this stage.

- 3.4.4 If Members decide not to employ an ABI Officer for Irthlingborough but continue with both ABI projects then it would be inevitable that this would have a considerable impact on both of the ABI projects. One ABI Officer stretched across two projects, and still providing ad hoc support to Rushden West, is likely to dilute each project and there would be a high risk that neither project would achieve the expected outcomes. In addition a significant amount of the community development work for the ABI projects is carried out at weekends and in the evenings and there would not be the capacity for one officer to meet this demand in two geographical areas.
- 3.4.5 This option has the greatest impact on services to the community and therefore does not form part of the recommendations in this report.

3.5 Option 3 – Merge ABI and CYPSC posts

- 3.5.1 The vacant ABI post does give an opportunity to realign the work in the Community Development Team. If Members wish to proceed with both ABI projects it is proposed that the two posts of Community Development Officer (ABI) are retained. It would then be possible to redistribute some of the duties around children and young people to each of the ABI officer posts. The CYPSC post would then be deleted from the establishment.
- 3.5.2 It should be recognised that if Members proceed with this solution it will be necessary to prioritise the work around children and young people as the two officers will not be able to deliver the same range and extent of services. Therefore It is proposed the work around children and young people would be limited to -
- Supporting the youth council and the distribution of grants
 - Focusing on services and facilities for young people in the priority ABI areas only.
 - Ensuring that this Council's arrangements are in place for safeguarding children, young people and vulnerable adults.
- 3.5.3 The impact of losing the service for children and young people through this option will be felt predominantly in the non ABI areas of the district. If this option was approved the following types of work, which the CYPSC has undertaken in the past , would cease;
- Worked with the Kings Cliffe Resource Centre to secure funding to set up and develop a successful youth club which has been running on a Wednesday evening for nearly 3 years and currently has over 50 members.
 - Advice & Support to Raunds Town Council to secure funding for the Bassfords Play Area through the Play Builder Scheme to replace the existing Play equipment which has provide more positive activities for children & young people.
 - Support and advice given to Oundle Town Cricket Club who have been successful in securing funding through the Youth Opportunities Fund to install an artificial Cricket Wicket for their junior section, to increase sporting opportunities for children & young people.
 - Currently working with Nassington Parish Council to look at ways to reduce youth nuisance and provide positive activities for young people to participate in supporting members of the Parish council to look at future youth provision for the village.
 - Advice & Support to “Towards a Safer Higham” on potential activities for children & young people promoting existing provision in the area and the possible funding options for future developments.

- Supporting Collyweston Parish Council to involve young people in consultation on future plans for the playing field to improve leisure facilities for children & young people.
- Leading on the application to the Big lottery Fund to secure £200,000 from the to run the Play Rangers scheme across all of East Northamptonshire, which is now being delivered by Cultural Community Partnerships (CCP).
- Advice & guidance has been given to the Rushden Roller Hockey Club to secure additional funding to train junior members to become coaches within the club which has increased membership and more young people are participating in recreational activities.

3.5.4 This option represents no additional costs to the Council.

4.0 Summary of options

4.1 The table below summarises the options proposed. All costs include the full overhead and on costs of employment.

Option	Cost £	Timeframe	Impact
1 - retain CYPSC post	18,500 36,000	2009/10 2010/11 onwards p. a.	Full service for C&YP retained
2 – cease one ABI and use ABI vacancy	Nil cost	N/A	Significant impact on one ABI area. Loss of credibility with community in ABI area. Full service for C&YP retained Not an officer recommendation
3 – merge ABI and CYSC and use ABI vacancy.	Nil cost	N/A	No C&YP service in non ABI areas.

5.0 Recommendation

5.1 It is recommended that Members approve Option 3 to merge the ABI and CYSC posts which results in no additional ongoing cost to the Council but maintains a minimum level of engagement with, and services for, Children and Young People.

Implications:	
Corporate Outcomes or Other Policy/Priority/Strategy	
Good Quality of Life	<input checked="" type="checkbox"/> Good Reputation <input checked="" type="checkbox"/>
Good Value for Money	<input type="checkbox"/> High Quality Service Delivery <input type="checkbox"/>
Effective Partnership Working	<input checked="" type="checkbox"/> Strong Community Leadership <input checked="" type="checkbox"/>
Effective Management	<input checked="" type="checkbox"/> Knowledge of our Customers and Communities <input type="checkbox"/>
Employees and Members with the Right Knowledge, Skills and Behaviours	<input type="checkbox"/>
Other:	<input type="checkbox"/>
Decision(s) would be outside the budget or policy framework and require full Council approval	<input type="checkbox"/>
Financial	There are no financial implications at this stage <input type="checkbox"/>
	There will be financial implications – see paragraph 4.1 <input checked="" type="checkbox"/>
	There is provision within existing budget <input type="checkbox"/>
	Decisions may give rise to additional expenditure at a later date <input checked="" type="checkbox"/>
Decisions may have potential for income generation <input type="checkbox"/>	

Risk Management	An assessment has been carried out and there are no material risks <input checked="" type="checkbox"/>	
	Material risks exist and these are recorded at Risk Register Reference - inherent risk score - <input type="checkbox"/> residual risk score -	
Staff	There are no additional staffing implications <input checked="" type="checkbox"/>	
	Additional staff will be required – see paragraph <input type="checkbox"/>	
Equalities and Human Rights	There will be no impact on equality (race, age, gender, disability, religion/belief, sexual orientation) or human rights implications <input checked="" type="checkbox"/>	
	There will be an impact on equality (see categories above) or human rights implications – see paragraph <input type="checkbox"/>	
Legal	Power: Local Government Act 2000	
	Other considerations:	
Background Papers: None		
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Date: 22 June 2009		
CFO	MO	CX

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POLICY & COMMUNITY DEVELOPMENT

