

SUBJECT:	CREATION OF FAMILY SUPPORT WORKER POST
MEETING:	SINGLE MEMBER
DATE:	11th November 2015
DIVISION/WARDS AFFECTED:	ALL

NON-PUBLICATION

(Insert appropriate non publication paragraph if necessary)

1. PURPOSE:

- 1.1 To gain agreement to employ a Family Support Worker to enable a large family to remain living in their family home cared for by their family.

2. RECOMMENDATIONS:

- 2.1 To create a permanent Family Support Worker post funded from within the current staffing budget for the Supporting Children and Young People's team.

3. KEY ISSUES:

- 3.1 A large family became looked after in January 2012. The Local Authority did not have an available Monmouthshire foster carer able to meet the needs of all of the children and so in order to keep the children together a family member has been approved as a kinship foster carer. However the family still required more support if this arrangement were to succeed and so a part-time Family Support Worker was employed to provide additional support to the family, initially on a temporary basis.

4. REASONS:

- 4.1 This arrangement for supporting the family has continued and it is evident that it works in supporting the family to remain living together and ensuring that the children's needs are met. It is now anticipated that this arrangement will continue for the foreseeable future. The youngest of the children is only seven. The post has now been casual for over 18 months and after two years the post holder will have employment rights as if they were employed on a permanent basis. It is therefore appropriate for the post to be changed from a casual to a permanent position.
- 4.2 If the Family Support Worker post was ended then the children's needs would be unlikely to be fully met and the placement could be at risk of disrupting. The alternative of caring for these children within Independent Fostering Agency placements would have significant resource implications for the Service for over ten years.

5. RESOURCE IMPLICATIONS:

- 5.1 The annual cost of a Family Support Worker post, SCP13 (approximately 13 hours per week), would be about £7,000 based on 2015/16 pay grades. The funding for this post is available from the current staffing budget of the Supporting Children and Young People's team due to existing post holders within the team requesting reduced working hours.
- 5.2 The annual cost of supporting these children to be cared for by their adult siblings via the payment of in-house fostering allowances and reimbursement of expenses is approximately £55,000 (based on 2014/15 costs). When added to the annual cost of a part-time Support Worker post, the approximate annual cost of supporting these children would amount to £62,000.
- 5.3 The estimated annual cost of caring for these children within an Independent Fostering Agency placement would be £207,686.
- 5.4 The approximate annual cost avoidance of employing a Family Support Worker would be £145,686 (£207,686 – 62,000) for 2015/16. As individual children reach adulthood over the course of 10 years, the amount of this cost avoidance would start to taper off but the overall amount of cost which can be avoided during those years would be significant.
- 5.5 Should the post no longer be required to support this family consideration would be given to whether the post could be effectively utilised to support a different family. If the post was no longer required then any resultant redundancy costs would require an application for reserve funding.

6. SUSTAINABLE DEVELOPMENT AND EQUALITY IMPLICATIONS:

The equality impacts identified in the assessment are summarised below for members' consideration:

Complete – see equality impact assessment

The actual impacts from this report's recommendations will be reviewed every **six months** and criteria for monitoring and review will include: discussion regarding the role at the children's LAC reviews.

7. SAFEGUARDING AND CORPORATE PARENTING IMPLICATIONS:

- 7.1 The temporary Family Support Worker post was created initially to enable the sibling group to be cared for safely within their own family. It was assessed that without this additional support there were gaps in the ability of the family to meet the children's needs. The children are looked after and so the Authority has Corporate Parenting responsibilities to ensure that they are cared for "as if they were my child".

8. CONSULTEES:

Rob Long, Directorate Finance Team
Lisa Gribben, People Management Advisor
DMT, Social Care and Health

9. BACKGROUND PAPERS:

Background report - exempt on the basis of paragraphs 12 and 13 of Schedule 12A
(Access to Information: Exempt Information) of the Local Government Act 1972.

10. AUTHOR:

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