

**Appendix 1 - Department of Children's Services**

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							Employees							
							Current		Likely FTE Reductions					
Ref	Service	Proposal Definition	2018-19 £'000	2019-20 £'000	Total £'000	Reducti on %	FTE's	Head count	2018-19	2019-20	Vacs.	VR Req.	TU Feedback	Management Information/Response
4C1	Education Services	Education Services – From 2017 part of the Dedicated Schools Grant will be passed directly to schools. There will therefore be a reduction in Council spending but no reduction in base budget. The proposal is included here as there could be staffing implications.	0.0	0.0	0.0		202.0	244.0	27.0	0.0	31.0	1	<b>Level 1 - 7.12.17</b> - no questions.	<b>Level 1 - 7.12.17</b> - continuation of this proposal. SEND review - going to Exec on 9 Jan - was out to public consultation during the summer - further consultation required with further work to revise proposal and back to Exec in Jan 18. High increase in need for SEN services - working on a locality model which is also driving the proposal in addition to achieving budget savings.
													<b>Level 2 - 21/12/17</b> NEU asked for a list of affected staff.	Management to respond
													NEU noted the likely FTE reduction of 27 – were TU's aware of this.	Management confirmed this and that it was part of the SEND proposals. The Chair confirmed that there were no proposed cuts in Children's which had not already been announced. There will be some savings in the Complex Health and Disabilities Team but no detail is available yet.
													<b>Joint Level 3 - 04/01/18</b>  A further request was made from Union colleagues for the list of SEND affected staff to be issued ASAP.	Management noted the requested and JK advised that the list of staff will be issued.
													<b>Level 2 - 11/01/18</b>  As above NASUWT advised list of staff not received.	Chair asked that this is provided by close of play Friday 12 January.  Circulated on 12/01/18.
													Unison noted a SEND report was going to Council next week. Have any dates been set up to brief affected staff.	Staff were briefed on 13 December 2018, prior to the publication of the Council Executive Report on the O-25 SEND Transformation on 29 December 2017. A report was presented at Council Executive on 9 January 2018 seeking approval for an extended period of formal consultation and this was approved to run from 17 January - 28 February 2018. A presentation on the O-25 Consultation was also shared at Schools Forum on 10 January 2018. A manager briefing was held on 16 January prior to the formal consultation re-commencing. The O-25 Transformation will be presented for comment at Overview and Scrutiny on 14 February 2018.

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													NEU asked if the Complex Health and Disabilities Team was the same as the Physical and Medical Team.	The Complex Health and Disabilities Team are part of Children's Social Care. The Physical and Medical Team are a teaching support service and are part of the education teams within Education Employment and Skills.
4C2	Education Services	Prevention and Early Help – detailed proposals form part of the Executive report Doc AC -7th November 2017 Early Years - From 2017 part of the Dedicated Schools Grant will be removed. Plans are being formulated to develop a coherent and targeted suite of early years' services including early help, family centres and early years' including Children's Centres. The proposal is included here as there could be staffing implications.	0.0	3,000.0	3,000.0		430.8	553.0	240.0	0.0	42.6	14	<b>7.12.17 - Level 1</b> Unite - need to update figures on spreadsheet to avoid confusion	<b>7.12.17 - Level 1</b> - Separate S188 declared for this proposal in Nov 17 - detail of this to be discussed at Level 2 in afternoon of 7.12.17. Need to cross reference with Health & Wellbeing due to link with budget lines.  Management will update.
													Trade Unions asked for details on the structure and implications for staff; clarity on the budget (£3m on the attached) – what is the budget reduction (including the Public Health element). They also commented on the comms and consultation around the proposals; people are finding it difficult to log on – can we make this easier for people to access?	Management have provided further detail on the structure and staff numbers at the Level 2 Meeting held on the 7 December and the Level 3 Meeting held on the 14 December. However, we agreed with Unions this would go to staff after Christmas; week commencing of 2 January 2018.  Clarity on the budget is available in the report presented to Executive on the 7 November.  Action has been taken to make sure the website is accessible and an easy read version of the booklet has been produced.
													<b>Joint Level 3 - 14/12/17</b>  A query was raised in relation to the caseloads of workers at present and whether this will increase/decrease.	It was agreed that current caseload information will be shared with Union colleagues.
													A query was raised in relation to assimilation rights for staff	HR advised that this would be looked at nearer the time but it would be in line with managing workforce change but due to the vast number of varying posts; it would be done in conjunction with Union colleagues
														Management asked for views from Union colleagues on the forthcoming meeting with staff and it was felt that Unions had not received enough detail and therefore they were not in a position to be able to answer queries from staff or support them sufficiently. It was agreed that the meeting would be postponed and re-arranged for the New Year.

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													<p><b>Level 2 - 21/12/17</b></p> <p>NEU had requested the JD's in draft form; for the 0-25 Key Worker role specifically and asked if these were available.</p>	Management confirmed these were being worked on and would be available shortly.
													<p>Unison noted a general concern about whether the target would be met in terms of the savings. For example, the 50% reduction in referrals and whether that would happen and if not, would the Early Help referrals transfer to Children's Social Care, who are already struggling with workloads. This is also impacted by whether the Council is receiving the right funding.</p>	Management noted the concern.
													<p><b>Joint Level 3 - 04/01/18</b></p> <p>Unison asked when the consultation would be closing and whether questions from staff are being monitored and responded to promptly.</p>	<p>Management advised that the consultation would close on 12 February and that colleagues were monitoring and responding to questions from staff through the 'questions' mailbox. Management also advised that FAQ document is constantly being updated and this will be shared with Unions.</p>
													<p>NASUWT asked whether there would be a change to the dates for the SEND consultation and whether this would be being extended.</p>	<p>JK advised that the SEND Transformation report is due to go to Executive on 09 January, there will be 5 days for call in and the consultation period will commence from 17 January 2018.</p>
													<p>TB asked whether the consultation period would be extended to ensure that staff feedback and engagement was adequate and that full discussions could take place regarding roles/responsibilities.</p>	<p>HR advised that it is currently due to on 12 February but due to the extent of the proposals; this may be reviewed depending on staff feedback. The consultation is about the proposed structure and not about individual posts. There needs to be a balance on moving forward on the proposals but maintaining good working relationships with staff.</p>

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													<p><b>Joint Level 3 - 18.01.18</b></p> <p>Unison sought response to request for caseload information.</p> <p>Unison asked if this information could be expanded to include Family and Children's Centres.</p>	<p>Management are progressing this and information will be shared.</p> <p>Management will look into.</p>
													Unison asked if a preliminary grade could be given.	HR advised a clear grade would need to be given following initial comments on profiles by the 12 February.
													Unison had been asked by a member of the range of grades so staff can see what they may have rights to.	If comments received back on job profiles can set up a grading panel quickly including the 3 outstanding but dependent on comments they may need looking at again.
													Unison queried the business case; where the teams in scope and number of occupied and proposed posts are listed – what are the proportion of staff to grades (raised in Level 2 on 11 January). Could we have post numbers by name.	Management advised could put posts in there.
													Chair asked if there had been many questions about the job profiles.	Management advised that there had been little that required any change to job profiles.
													Unison requested that if the staff consultation was to be extended could a new date be set today.	Management advised the proposal would go to Executive in April and we are asking People Too to analyse feedback and do a report so that it is independent. We would have to look at timescales for going to Executive. Mark Anslow advised that this linked to the SEND consultation too and we would have to close the consultation with the public and staff on the model but that we can continue to consult with staff on proposed structures and job profiles. Chair noted there was some confusion with both consultations and staff not sure which consultation they were in scope for. Management agreed to provide an overview of information given to date to go to teams and TUs.
													NASUWT noted in the last set of minutes the SEND consultation was due to finish on 12 February but 2 events have been arranged after that.	Management advised that following Executive the two consultations were brought into alignment. Public consultation on P & EH will end on 12 February. SEND will run until 28 February. Both SEND & P & EH will be reported back to Executive on the 3 April 2018.

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													<p>Unison asked in terms of the public consultation, how many sessions had been attended. There seem to be 2/3 different processes mixed up; the Prevention and Early Help model, LAC numbers going up, CP numbers going up and referrals increasing. Management are trying to save £13m but there is a £200m shortfall in social care and we don't have enough information.</p>	<p>Management took on board the comments. Simultaneous processes have caused confusion and recognised the need to make it clear there were 2 consultations. Staff in scope for both consultations had been provided but it was noted Management needed to clarify matters for staff misinformed.</p> <p>It was agreed to send individual e-mails may cause more concern so agreed to send a briefing using the two slides from the staff briefing presentation which clearly state which teams are in scope along with a note sharing when the consultation close, when structures would be shared and if anyone is unsure of their position to speak to their line manager.</p> <p>Management agreed to provide an overview of information given to date to go to teams and TUs.</p>
													<p>Unison felt that a lot of time and money had been given to advertise the Early Help proposals but for SEND there didn't appear to be the same input.</p>	<p>HR noted SEND did have staff briefings before Christmas which were well attended and it was clear about which staff were in scope. Structures were not available for today. SEND proposed structure and job profiles will be presented by 1 February for comment by the end of February.</p>
													<p>Unison asked when the structure would be shared.</p>	<p>Management advised this would be shared at the Level 3 meeting on the 1 February.</p> <p>Management will present the following draft structures and profiles by the 1 February for comments by the end of February:</p> <ul style="list-style-type: none"> <li>• Learning Environments including traded service teams and targets</li> <li>• Service support across EES</li> <li>• SEND</li> </ul>
													<p>Unison asked when the SEND consultation would close.</p>	<p>Management confirmed 28 February.</p>
													<p>Unison noted some education staff want to know if they have a future role, e.g. Education Safeguarding reduction in staff. Which posts will be going?</p>	<p>Management felt staff should be able to recognise their post. HR noted TU's were taking about people but Management are talking about structures and functions. If staff have a document to say the Family Information Service they would know there were in scope.</p> <p>Management agreed to provide an overview of information given to date to go to teams and TUs.</p>
													<p>NAHT asked if the title on the job profiles would make it clear.</p>	<p>Management advised there are some singular job profiles which may not be clear and some staff think their service is indispensable so will not affect them, e.g. Employment/Licensing roles are a statutory responsibility and staff may not think this is scope but it is.</p>

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													Unison advised they could not access the shared drive and it was easier to e-mail.	Management noted that all TU's should have been given passwords to access SharePoint. Will follow this up to ensure all can access.
													NASUWT raised the issue of Faith Tutors and what will happen to them as they are on teachers terms and conditions.  NEU also added Teaching and Learning Consultants as they are not a traded service but it is expected they will be and they are worried.	Management advised that posts for accessing education such as those mentioned are proposed to go to the traded learning environment.  Management will present the following draft structures and profiles by the 1 February for comments by the end of February: Learning Environments including traded service teams and targets
													Unison asked if that meant that they will still be employed by the Council on teachers terms and conditions.	Management will present the following draft structures and profiles by the 1 February for comments by the end of February: Learning Environments including traded service teams and targets.
													NEU noted the Teaching and Learning Consultants were expected to be 100% traded from a position on 0% traded. How much income is needed.	Management advised an officer had worked with teams and structures to be tabled on 1 February will have the detail.
													NEU asked if the trading amount was not met who would bridge the gap – the Council or would we lose staff.	Management advised that teams were not spinning out into separate organisations; they will still be Council staff.
													NASUWT asked how many Teaching and Learning Consultants were on the structure.  NEU thought there were 2 part time and NASUWT noted there were 7 Faith Tutors.	Management to confirm.
													Unison asked how the public consultations had gone.	Management advised these had picked up with really good turnouts at some sessions; 35 at Carlisle Business Centre and 23 at Shipley Library.  The survey had 560 responses to date.
													Unison asked if these had been done in different languages and how we were communicating with communities with different languages.	Management advised translators had been at some sessions and if we are aware of a need for this, translators will be made available. BSL, audio and easy read have been published on-line.

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													Unison asked if the survey had been done in other languages.	Management advised it hadn't but hard copies were available and staff could complete with the public on a 1:1 basis if needed. The Youth Service were also doing this with young people.
													Unison asked about the independent report.  Unison asked if they were local.	Management confirmed this would be done by People Too and will look at how staff work, what they feel works, how we could improve services, etc.  Management advised they were and that they had undertaken the BDP Review into Early Help.
													Unison noted the consultation focussed on Early Help and Prevention but in terms of future work what was the direction with, e.g. mental health, dental health.	Management advised there would be 1 plan for 1 person and would include early years but also talk about access to other services, e.g. domestic violence. There would be a good range in conversations.
													Unison asked where the Community Play and Development Team would sit and there role.	Management advised this would be in the Learning Environment but would go into the traded service section. Judith Kirk will be sending a communication to all traded services teams.
													Unison asked about the Prevention Co-ordinators – at Level 3 which is the same level as the Prevention Worker – should it be higher.	Management will look at this but not always as it depends on their experience and this will need to be considered as part of the grading process.
													Unison noted that the post sits alongside these at Level 3 but says a professional qualification is needed. Some staff will not have a qualification but will have been doing the role for 20 years.	HR noted that during the assimilation process Management would look at qualifications but also experience and if staff have been doing the job for a considerable period this will be considered. Staff will not be disadvantaged. The usual assimilation principles will apply.
													Unison asked for the rationale for the Access and Take Up Workers (8 posts).	Management advised this had been received as a FAQ and information would be provided.

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													<p>Unison noted that Management were going to the Early Help model and there will be a cost to run some of the programmes with, for example, the VCS. Have these costs been taken into consideration. Has this been thought through and what programmes will be in place.</p> <p>Unison noted that every pound spent can save money in referrals but is that cost effective and will you deliver this. What are the training needs.</p>	<p>Management advised a multi-agency group has been mapping all programmes across the 7 clusters and evidence and the next step will be to look at what has been delivered well. Management noted there are a large array of programmes and we will look at what works. We don't think we will put new programmes in place but would have a pool of staff trained to go and staff assimilated would be able to deliver.</p>
													<p>Unison asked about thresholds and how Management would decide which families to target. There has to be a corporate responsibility for what will happen.</p>	<p>Management advised if there were less programmes then less families would be targeted. This isn't something we want to do but we believe it is the least worst option. This takes out the money but we will mitigate the impact.</p>
													<p>Unison noted that Bradford has a young population and are referrals going up because of the young population growth.</p>	<p>Management noted this was because of growth but also because of the increase in poverty. We have to do this because of the money we have and we believe this is the best way to do this. There are question about the impact on the front door but we understand this and it is really difficult.</p>
													<p>Unison queried the 3 Nursery Schools which staff were TUPE'd to in August 2015 and this will finish in August 2018. What will happen to those staff; are they in scope.</p>	<p>HR advised that these staff were not TUPE'd to the three clusters, they are still Council employees – the management of the staff was devolved to the Governing Body of those schools. In August 2018 they will come back into scope as the funding comes from the Children's Centre budget and staff have been included in the figures.</p> <p>Chair noted that staff spoke at Overview and Scrutiny and were confused about their status so this needs to be clarified and included in the briefing to staff in scope.</p> <p>Management agreed to provide an overview of information given to date to go to teams and TUs.</p>



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													<p>Unison asked if they could engage with these staff or would it have to wait until August 2018.</p> <p>Unison asked if they could have names of staff in scope.</p>	<p>Management advised this could be done now but through the leadership of the school.</p> <p>Staff briefings have been done for nursery school clusters. What we need to be clear about is that posts are funded through the Children's Centres budget.</p> <p>Management will provide when we have identified who we are paying for from the affected budget</p>
													<p>Unison asked if the consultation can be extended to end of February.</p>	<p>Management advised the 3 job profiles would be sent on Monday and the public Prevention and Early Help consultation would close on the 12 February but we can continue discussions regarding proposed structures and draft profiles. The remaining structures will be brought to the meeting on 1 February.</p> <p>Management will present the remaining draft structures and profiles by the 1 February for comments by the end of February:</p> <ul style="list-style-type: none"> <li>• Learning Environments including traded service teams and targets</li> <li>• Service support across EES</li> <li>• SEND</li> </ul>
													<p>Unison asked for more detail on what we will and will not be providing.</p>	<p>Management to respond.</p>
													<p><b>Level 2 - 11/01/18</b></p> <p>NEU asked for a copy of the outstanding JD for the Sufficiency Officer following the presentation last week.</p>	<p>Management to follow up. UPDATE - draft profile released on 23.01.18</p>
													<p>UNISON asked if current workload information has been shared.</p> <p>UNISON expanded that if staff want to consider where they would want to work they would need to know what is there in the first place and consider issues such as case loads, etc.</p>	<p>Management advised this hadn't and would feed into the consultation. Any actions from Joint Level 3 will also be picked up too.</p>

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													NEU requested that staff have their contracts checked to make sure their start date or continuous service and pensions information is correct. It is also important to ensure that current JD's reflect accurately the staff are doing during the consultation period. We are asking managers to check with their staff. Unison agreed that some staff are picking up extra work and have been doing this a long time and it is not in their JD. Noted that a lot of JD's are out of date and it is unfair to staff if they are doing a job to help the service. NASUWT agreed the pension contributions need to be checked whilst in the employment of the Council as it is more difficult to do this after they have left the Council.	Management to log with Mark Anslow to ensure Managers confident this is in order. Managers would be unable to check every current JD but if staff feel there is a genuine issue then they need to take this up with their manager to look into. UPDATE - managers were asked before Christmas to ensure ESS/MSS information was updated. Mark Anslow to reinforce.
													Unison requested clarity on what will no longer be happening in the proposed model so they can consult with members.	Management to respond.
													Unison asked for clarity on when the rest of the structure will be circulated on Central Services and for more information on the proposed learning environment.	Management to check when this will be released and update. UPDATE - agreed at Joint L3 that these would be available by the 1 February. Central Services Manager draft profile was released on 23.01.18
													NASUWT asked about Faith Tutors who are on Teachers Terms and Conditions and are a traded service. How will the proposals affect them; it has not been explained what this will mean.	Management to respond. UPDATE - this will be confirmed as part of draft structures for Learning Environments to be shared by 1 February 2018.

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													UNISON had a query on the 'Key Elements from Proposed Area Based Model – Structure Report to OJC Level 3'. On page 3 and 4 it lists the posts in present teams in scope and gives the number of occupied and proposed posts, e.g. Practitioners - 72 FTE (band 4 – SO1) to 28 FTE. Asked for a breakdown of how many Band 4, SO1, etc. are being kept..	Management to respond. UPDATE - this was provided to TU's and uploaded to SharePoint on 23.01.18
													UNISON concerned around Education Safeguarding element; what will not be done and what has to be done as a statutory duty.	Management noted concern and will respond. UPDATE - it is proposed that oversight for both educational safeguarding and attendance will be incorporated within the early help gateway. This will include oversight of children missing education, home education and fixed penalty. the overview of data etc. will then inform targeting of work by the area teams.
													UNISON had Admin staff asking lots of questions about what it means from them but there is no detail.	Management to respond. UPDATE - given scale of savings we need a collective review of service support. This has been clarified in consultation update across P&EH and SEND. A draft Service Support structure and job profiles will be provided by the 1 February 2018.
													UNISON had a general observation; having looked at the work of North Yorkshire, some of the areas identified the priority of families. What will the priorities be in families that we will target, e.g. issues like poverty, numbers of disadvantaged children, number of children in trouble with the Police, number of NEET's, number of children with mental health issues. North Yorkshire do have figures and it would be good to have those for Bradford.	Management noted the comments and will respond. UPDATE - the Executive report refers to the Families Needs Assessment - detailed data is provided and analysed in this document - 10 wards for highlights for larger groups with poorer outcomes. The report also outlines the elements of services to be delivered by the proposed teams. they will continue to prioritise workless families, school attendance and those affected by DV, substance misuse and parental mental health. The recommissioned public health service and new proposed team would focus together on delivery of the High Impact Areas as outlined in the report. we will continue to deliver the mandated HV checks.

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													UNISON noted in the Child Death Overview Panel report that 69 children had died in Bradford and had gone to Panel. These figures will include cot death, smoking cessation, etc. but this figure could go higher.	Management noted the comments.
													UNISON noted conversations were happening with Barnardos and Action for Children but asked if these staff would be TUPE'd back into the Council and if so, would that affect the 54% figure of potential job cuts.	Management's understanding was that the figures had been factored into calculations but will check. UPDATE - yes, both were included in the FTE/headcount of affected teams.
4C3	Childrens/Regen	Children's Services – staffing, restructure, reduction in the Connexions contract with longer term service brought back in to Council, investigate regional data centre, cessation of Employment Opportunities Fund (EOF).	150.0	50.0	200.0		80.0	95.0	12.8	0.0	22.0	1	<p><u>Level 1 - 07/12/17</u></p> <p>TU's asked for more information on the proposals.</p>	Management responded that although they are for a new financial year, these are not new savings and the changes to the structure and the service to secure the £150k saving in FY 18/19 have already been put into place as part of the process to reduce the FY 17/18 value (also by £150k). As a result no further reductions in FTE are expected at this time. Although the FTE working on the contract has reduced not all the reduction relates to staff having left the organisation delivering the Connexions Service (Prospects), as they hold multiple contracts across the region and some staff have been re-deployed to work on other contracts. The remainder of the staff reduction has been achieved through natural wastage and not backfilling vacant posts and voluntary redundancy - no member of staff working on this contract has been made compulsorily redundant as a result of the reduction to our budget.
													<p><u>Level 2 - 21/12/17</u></p> <p>NEU asked for paperwork in relation to this.</p>	There is no specific paperwork relating to proposal. Management would refer back to the public budget consultation last year as this is where the changes were raised. The reduction in Connexions value has been via a contract variation with the service provider. We are unable to provide this documentation as it is commercially sensitive. What was EOF is now being delivered as part of the ESF funded STEP programme which runs until December 2019.
													<p><u>Level 2 - 11/01/18</u></p> <p>See matters arising above.</p>	

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4C5	Social Care - Management savings	Children's Social Care management restructure – review of management structure leading to proposed reduction of two service manager posts and one team manager	85.0	0.0	85.0		30.0	30.0	1.0	0.0	0.0	1	<u>Level 2 - 21/12/17</u>  Unison noted this fit with the current restructuring and the Early Help proposals.	Management advised this was separate but will have to fit with any realignment.
													<u>Level 2 - 11/01/18</u>  UNISON asked who the service manager was.	Management advised this was tied into taking out on of the Team Managers going into locality teams.
													UNISON did recall Gani Martins saying that she would reduce service mangers some time ago and unclear what happened to that. It would be useful to have s structure of where Service Managers are at the moment.	Management to circulate new structure.
4C6	Social Care - Early Help	Early Help –review structures in early help for children and families commissioned from VCS, youth offending team, crime prevention, family centres, families first	120.0	660.0	780.0		0.0	0.0	0.0	0.0	0.0	0	<u>Level 2 - 21/12/17</u>  No matters raised.	
													<u>Level 2 - 11/01/18</u>  No issues raised.	
4C7	Social Care - Looked After Children	Looked After Team – review of staffing and non staffing budgets	19.0	19.0	38.0		0.0	0.0	0.0	0.0	0.0	0	<u>Level 2 - 21/12/17</u>  Unison asked how staffing would fit with reduced LAC.	Management advised that LAC would not reduce – there is an increase across the country. The £19k savings to be made now will be made on transport. It is predicted children in care numbers will grow. The other make or break will be whether there are enough foster care places in-house and through family and friends rather than external placements but for every 20 foster carers we need 1 new member of staff.
													NEU noted that this would take out the £19k saving.	Management confirmed this but would be better to pay them than independent foster agency fees; although there is a need for a mixed market.
													NEU asked if we were benchmarked against other LA's.	Management advised that Bradford does well and 50 new family and friends foster carers have been recruited since April and 22 are new foster carers. There may be opportunities for staff affected by the Early Help proposals to consider fostering.
													Unison asked if this was being discussed with affected staff.	Management noted this was difficult but if staff are motivated and don't go into it with rose tinted glasses it might be something they have not considered before. We could also look to see if applications could be fast tracked.

Ref	Service	Proposal Definition	2018-19 £'000	2019-20 £'000	Total £'000	%	FTE's	Head count	2018-19	2019-20	Vacs.	VR Req.	TU Feedback	Management Information/Response
													NEU advised schools are restructuring and losing support staff so that might also be a fertile recruitment source.	The Chair felt most foster carers enjoyed what they do and they can earn the national average wage. It is how do we spread that message without being insensitive.
													<b>Level 2 - 11/01/18</b>  UNISON noted that Jim Hopkinson had sent an e-mail to Social Workers today and can understand what Management are trying to do about reducing LAC but what to acknowledge the big impact this will have. The central point is that you have to look at thresholds when looking at EH or Managers and the Council will be taking bigger risk in not accommodating children. Within that people need to be inventive and innovative with these children by using families. This is a corporate responsibility and the risk will have to be taken rather than removing child. There is research available.	Management noted comments and would say that it is anticipated the reductions coming from the Be Positive Pathways and teenagers going back home and UNISON are right re evidence. Management will ensure any return home is safe.
4C8	Social Care - Fostering and Adoption	Fostering and Adoption – review team manager structure with potential reduction of one team manager post	50.0	0.0	50.0		51.0	62.0	1.0	0.0	2.0	0	<b>Level 2 - 21/12/17</b>  Unison asked if this would tie in with the increase of foster carers.	Management advised if foster carers increased it will be an issue but there are a number of teams and some short term could move to long term.
													<b>Level 2 - 11/01/18</b>  UNISON asked if there was any movement on this yet or timescale.	Management advised not at moment.
4C11	Social Care- Leaving Care Service	Leaving Care – to review staffing and non staffing budgets to achieve a saving of 2% in yr 1 and a further 1% in yr 2	34.0	0.0	34.0		0.0	0.0	0.0	0.0	0.0	0	<b>Level 2 - 21/12/17</b>  No matters raised.	
													<b>Level 2 - 11/01/18</b>  UNISON asked if the rationale of reducing children coming into the care system would reduce this.	Management noted this proposal was looking at reducing costs with care providers for accommodation.

Ref	Service	Proposal Definition	2018-19 £'000	2019-20 £'000	Total £'000	%	FTE's	Head count	2018-19	2019-20	Vacs.	VR Req.	TU Feedback	Management Information/Response
4C12	Education Employment & Skills	Early Years and School Readiness –reduction in grants to small providers undertaking community based activity to help prepare children for school.	0.0	0.0	0.0		0.0	0.0	0.0	0.0	0.0	0	<u>Level 2 - 21/12/17</u> No matters raised.	
													<u>Level 2 - 11/01/18</u> UNISON acknowledged how this affects the Prevention and Early Help programme and will target families and communities so there are links and want to make sure this is not lost within the EH proposals.	Management noted.
4C13	Social Care - Drug and Alcohol Team	Drugs and Alcohol Team – review of the work of the team and all other services that support young people with alcohol and drug issues	50.0	0.0	50.0		0.0	0.0	0.0	0.0	0.0	0	<u>Level 2 - 21/12/17</u> Unison asked who managed the Team	Management advised they are managed by the Problem Solving Court Team.
													Unison asked how many staff were in the Team.	Management advised there were 2 at the moment and an advert was out – 6 staff at the most.
													NEU asked if there were any people suitable in redeployment.	Management advised the Problem Solving Court is a hybrid adaptation of a licensed programme which was expensive and at the end of the funded period it was agreed that it was a great programme but we could not afford it so we are taking aspects of the model and continuing the work. Staff work intensively on the ground with people and the Court can be a motivating factor and keep families together. This work is done across West Yorkshire and we think we can achieve the saving.
													<u>Level 2 - 11/01/18</u> No issues raised.	
5C1	Social Care	Review of respite provision after the introduction of personalised budgets	0.0	400.0	400.0		84.0	94.0	0.0	10.0	10.0	0		<b>7.12.17 - Level 1</b> - Further £400k reductions to be achieved - project team looking at efficiencies - longer lead in time .
													<u>Level 2 - 21/12/17</u> NEU asked how close we were to marketing this.	Management advised that we already are and 2 beds are currently commissioned to Calderdale and we are trying to expand that and sell at full cost. We have also bought one bed from Leeds and part of our solution is also to try to buy beds from other LA's.
													Unison asked if the number of children with complex health needs were increasing.	Management advised that we have more children with a disability than the national average. Health care improvements mean children are surviving longer with complicated health needs. They need our respite as and when parents can't cope. Some beds can cost up to £9k per week for 1 child.

Ref	Service	Proposal Definition	2018-19 £'000	2019-20 £'000	Total £'000	%	FTE's	Head count	2018-19	2019-20	Vacs.	VR Req.	TU Feedback	Management Information/Response
													Unison asked if Bradford had any families displaced from other communities and whether this had a knock on.	Management advised that Bradford does have a problem with families displaced to cheaper housing. The Chair highlighted a case of a family from London being placed here in cheaper accommodation but once they have been here 3 months they become our responsibility.
													NEU asked if cases such as this were centrally funded.	Management advised that if they arrived in the district on a child protection plan the other LA would pay but if they become children in need whilst here it would be our responsibility.
													<b>Level 2 - 11/01/18</b> NEU queried the use of wording, i.e. marketing.	Management agreed it was 'promoting'.
													Unison noted respite provision stops at age 19. In North Yorkshire this was a 0-25 service.	Management advised this would be one of the things they will look at as part of the review.
<b>Total</b>			<b>508.0</b>	<b>4,129.0</b>	<b>4,637.0</b>		<b>877.8</b>	<b>1078.0</b>	<b>281.8</b>	<b>10.0</b>	<b>107.6</b>	<b>17</b>		