



Children's Trust Joint Committee

A meeting of the Children's Trust Joint Committee will be held at The Council Chamber, Swanspool House, Doddington Road, Wellingborough, NN8 1BP on Wednesday 7 September 2022 at 2.00pm

Agenda

1.	Apologies for Absence and Notification of Substitute Members
2.	Notification of requests to address the meeting
3.	Declarations of Interest Members are asked to declare any interest and the nature of that interest which they may have in any of the items under consideration at this meeting.
4.	Minutes (Pages 5 - 6) To confirm the Minutes of the meeting of the Committee held on 4 May 2022.
5.	Chair's Announcements To receive communications from the Chair.
Items requiring a decision	
6.	Annual Report of Northamptonshire Children's Trust (Pages 7 - 12)
7.	Changes to the Learning and Development Support Service delivered to Northamptonshire Children's Trust (Pages 13 - 22)

8.	<p>Urgent Business</p> <p>The Chair to advise whether they have agreed to any items of urgent business being admitted to the agenda.</p>
9.	<p>Exclusion of Press and Public</p> <p>In respect of the following items the Chair may move the resolution set out below, on the grounds that if the public were present it would be likely that exempt information (information regarded as private for the purposes of the Local Government Act 1972) would be disclosed to them: The Committee is requested to resolve: "That under Section 100A of the Local Government Act 1972, the public be excluded from the meeting for the following item(s) of business on the grounds that if the public were present it would be likely that exempt information under Part 1 of Schedule 12A to the Act of the descriptions against each item would be disclosed to them."</p>

Catherine Whitehead
Proper Officer
30 August 2022

Children's Trust Joint Committee Members:

West

Councillor Fiona Baker

Councillor Matt Golby

Councillor Jonathan Nunn

North

Councillor Lloyd Bunday

Councillor Scott Edwards

Councillor Jason Smithers

Information about this Agenda

Apologies for Absence

Apologies for absence and the appointment of substitute Members should be notified to democraticservices@westnorthants.gov.uk prior to the start of the meeting.

Declarations of Interest

Members are asked to declare interests at item 3 on the agenda or if arriving after the start of the meeting, at the start of the relevant agenda item

Local Government and Finance Act 1992 – Budget Setting, Contracts & Supplementary Estimates

Members are reminded that any member who is two months in arrears with Council Tax must declare that fact and may speak but not vote on any decision which involves budget setting, extending or agreeing contracts or incurring expenditure not provided for in the agreed budget for a given year and could affect calculations on the level of Council Tax.

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Queries Regarding this Agenda

If you have any queries about this agenda please contact Sofia Neal-Gonzalez, Democratic Services, via the following:

Email: democraticservices@westnorthants.gov.uk

Or by writing to:

West Northamptonshire Council
One Angel Square
Angel Street
Northampton
NN1 1ED

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Minutes of a meeting of the Joint Children's Trust Committee

At 2.00 pm on Wednesday 4th May, 2022 in the

Held as Council Chamber, County Hall, George Row, Northampton, NN1 1DF

Present:-

Members

Councillor Lloyd Bunday
Councillor Scott Edwards
Councillor Jason Smithers

Councillor Fiona Baker
Councillor Matt Golby
Councillor Jonathan Nunn

Officers

Rob Bridge	Chief Executive (NNC)
Tony Challinor	Assistant Director of Commissioning & Partnerships
	Chief Executive (WNC)
Anna Earnshaw	Democracy Officer (NNC)
Jenny Daniels	Director of Northamptonshire Children's Trust (NNC)
Ann-Marie Dodds	Director of Finance (NNC)
Colin Foster	Chief Executive (Northamptonshire Children's Trust) (NCT)
Janice Gotts	HR Business Partner (WNC)
Colin Foster	Chief Executive (NCT)
Jill Kennedy	HR Business Partner (WNC)
Sofia Neal-Gonzalez	Democracy Officer (WNC)
Andrew Tagg	Director of Finance (NCT)
Catherine Whitehead	Director of Legal & Democratic and Monitoring Officer (WNC)

43 Apologies for Non-Attendance

Apologies for absence were received from Chris Kiernan, Interim (Director of Children's Services)

44 Notification of requests to address the meeting

None received.

45 Minutes of the meeting held on 6 April 2022

RESOLVED that: that the minutes of the meeting of the Children's Trust Joint Committee held on 6 April 2022 be approved as a correct record and signed by the Chair.

46 Members' Declaration of Interests

The Chair invited those who wished to do so to declare interests in respect of items on the agenda.

No declarations were made.

47 Update on the Transfer of the Health, Safety and Wellbeing Support Service to Northamptonshire Children's Trust

At the Chairman's invitation the Assistant Director Commissioning and Partnerships (NNC) and Executive Director Corporate (WNC) introduced the report (copies of which had been previously circulated). This item had been postponed from the previous meeting due to further information being required regarding the recruitment process and the failure to attract any applicants. A question had also been raised regarding the Children's Trust ability to be more successful in recruiting a suitable applicant. It was listed as item 5 on the agenda.

The Assistant Director of Commissioning and Partnerships explained the background to the change which had been to change the health, safety and wellbeing service team at West Northants Council to the Children's Trust. Progress had been made on recruiting staff to vacant posts.

In answer to queries on the report the following was confirmed:

- The post of analyst had been twice advertised the previous year without much success but it had however, been advertised again and recruited to.
- The post would now move to the Children's Trust.
- The post had been created around the infrastructure of the Trust. So they would not be solely reliant on the individual to deliver health and safety but also have colleagues in the north and south of the County to assist. This would be embedded into the HR structure of the Children's Trust.
- There were some discussions held around service level agreements such as those required to provide individual support services. Some opportunities had also come through that had enabled them to re-aligned to support.
- There had been zero cost to North and West Councils.
- They were still working very closely with both the Councils and the Health and Safety Executive.

RESOLVED that: the Children's Trust Joint Committee approve the transfer of the delivery of the Health, Safety and Wellbeing Support Service provided to Northamptonshire Children's Trust from West Northamptonshire Council to Northamptonshire Children's Trust.

48 Urgent Business

The Chair asked members where they would like to hold meetings in the future and it was agreed to continue with holding alternative meetings in the North and West of the County.

49 Close of Meeting

REOLVED that: There being no exempt or urgent items to be discussed, the Chair closed the meeting.at 2.10pm.

Chair

Date



WEST NORTHAMPTONSHIRE COUNCIL AND NORTH NORTHAMPTONSHIRE COUNCIL CHILDREN'S TRUST JOINT COMMITTEE

7th September 2022

Cllr Fiona Baker – Children, Families & Education (WNC)
Cllr Scott Edwards – Children, Families, Education &
Skills (NNC)

Report Title	Annual Report of Northamptonshire Children's Trust
Report Author	Rory Seymour, Commissioning Manager – North Northamptonshire Council, rory.seymour@northnorthants.gov.uk Susan Tanner, Assistant Director of Commissioning and Partnerships – North Northamptonshire Council, susan.tanner@northnorthants.gov.uk

Contributors/Checkers/Approvers

West MO)	Jeanette McGarry (in Catherine Whitehead's absence)	25/08/2022
West S151	Martin Henry	25/08/2022
Other Director/SME	AnnMarie Dodds, Executive Director of Children's Services North Northamptonshire Council	24/08/2022
Communications Lead/Head of Communications	Gavin Moore	25/08/22

List of Appendices

None

1. Purpose of Report

- 1.1. To provide the Joint Committee with an update on the progress of the Annual Review of Northamptonshire Children's Trust and to make the Committee aware of potential changes to the Service Delivery Contract between the Councils and Northamptonshire Children's Trust.

2. Executive Summary

- 2.1. As part of the contractual arrangements between Northamptonshire Children's Trust and North and West Northamptonshire Councils, there is a requirement to produce an Annual Report. The purpose of the Annual Report is:
- to consider the quality of practice in the provision of children's social care services
 - to facilitate the Councils' quality assurance of the operation of the agreements with NCT
 - to enable the Councils to review the discharge of its statutory functions delivered by NCT
 - for the Councils and NCT to consider whether changes to the contractual agreements are required
 - for the Councils and NCT to consider all applicable factors in relation to the setting of future Contract Sums paid to NCT including for the next financial year
- 2.2. NCT have produced the Annual Report in line with timescales and requirements of the Service Delivery Contract. The report has been reviewed by the Operational and Strategic Group meetings that focus on management of the contractual agreements between NCT and the Councils.
- 2.3. The Report proposes some potential changes to the contractual agreements, including the Key Performance Indicators used to monitor NCT's performance. However, it proposes that these are discussed in more detail and agreed following the Ofsted Inspection of Local Authority Children's Services (ILACS) that is due to take place in Autumn 2022.

3. Recommendations

- 3.1 It is recommended that the Cabinet/Committee:
- a) Note that the Annual Report was completed in line with the service delivery contract.
 - b) Note the proposal to further discuss and agree any amendments to the Service Delivery Contract following the Ofsted Inspection of the Local Authority Children's Services (ILACS) due to take place in Autumn 2022 and the plan to bring these proposals to a future Joint Committee meeting for approval.
 - c) Recommend that in subsequent years an annual report is taken to both Councils' Full Council meetings for consideration

4. Reason for Recommendations (NOTE: this section is mandatory and must be completed)

- The Annual Review process and subsequent Annual Report provides a procedure through which the Councils can review the Service Delivery Contract and Northamptonshire Children's Trust performance in delivering its functions
- Making changes to the Service Delivery Contract after the expected Ofsted inspection allows any changes to be considered in the context of the outcome of this inspection and any recommendations from Ofsted.

5. Report Background

5.1 Following a statutory direction from the Secretary of State for Education, Northamptonshire County Council was required to oversee work towards the establishment of a Trust for the delivery of children's social care services in Northamptonshire, transferring operational control for children's social care services from the Council to the Trust. Upon the creation of the two new unitary councils, the commissioning and ownership of Northamptonshire Children's Trust (NCT) was transferred to North and West Northamptonshire Councils.

5.2 As part of the establishment of NCT, a suite of contractual agreements was put in place to govern the relationship between NCT and the Councils. The core contractual agreement was the Service Delivery Contract and its associated schedules.

5.3 The Annual Review schedule of the Service Delivery Contract specifies that each year, NCT and the Councils will prepare an Annual Report. This is a key component of the Council's strategic oversight and review of NCT. The overarching aims and objectives of the Annual Review are:

- to consider the quality of practice in the provision of children's social care services and the outcomes for children, young people and families in the county of Northamptonshire
- to facilitate the Councils' quality assurance of the operation of the agreements with NCT
- to enable the Councils to review the discharge of its statutory functions delivered by NCT
- for the Councils and NCT to consider whether changes to the contractual agreements are required and to consider any factors that may affect the performance of the agreements in the next contract year
- for the Councils and NCT to consider all applicable factors in relation to the setting of future Contract Sums paid to NCT including for the next financial year

5.4 As per the Service Delivery Contract, NCT produced a first draft of the Annual Report at the Operational Group before the 31 July. The Operational Group is the key monthly meeting between the Councils and NCT to enable the Councils to properly and effectively monitor the performance of NCT. The Annual Review was considered by the Operational Group meeting on 29 July.

5.5 The Annual Report was then considered by the Strategic Group before the contractual deadline of 31 August. The Strategic Group meets quarterly and provides strategic, political and executive

oversight and scrutiny of NCT's performance. The Annual Report was considered the Strategic Group meeting on 10 August.

- 5.6 The Annual Report has been developed in partnership between the Councils and NCT, with each party leading on different aspects of the report. There have been several meetings between officers at each organisation to discuss the report's content and to review progress. The respective lead members for each council have been briefed on progress and their reviews sought during the annual review.
- 5.7 If any changes to the Service Delivery Contract are proposed as a result of the Annual Report, these are notifiable changes. This means that changes cannot be made without the prior written consent of the Secretary of State for Education.

6. Issues and Choices

Content of the Annual Report

- 6.1 The content of the Annual Review is defined in the Service Delivery Contract and the report therefore covers the following topics:
- a summary of the Trust's performance in the 2021/22 contract year
 - a summary of the Council's performance of its obligations under the agreements
 - the cost of performing the Services in the 2021/22 Contract Year
 - a summary of any Changes to the Agreement agreed during the 2021/22 contract year
 - the demand for services in 2021/22 and expected demand through to 2024
 - the effects of any changes in children's social care legislation or guidance
 - the strategic priorities and outcomes
 - any social, demographic or other relevant factors which affected or will affect NCT
 - the results of any audits or surveys
 - the outcomes of any Rectification Plans
 - a high-level review of applicable Central Government funding generally, including details of any anticipated Central Government funding for children's social care
 - risk related to the services delivered by NCT
 - the outcome of any regulatory inspections
 - any proposed changes to the agreements to be considered as part of the Annual Review

Proposed changes as a result of the Annual Review

- 6.2 A key part of the annual review process is considering whether any changes need to be made to the contractual agreements between NCT and the Councils. The parties have had several conversations about potential changes and these are summarised in section 15 of the annual report.
- 6.3 NCT have put forward some initial suggested amendments to the current basket of KPIs that are used to monitor NCT's performance. Now the arrangements have been in operation for almost two years, it is timely to review the appropriateness of the KPIs as well as the targets and tolerance levels that are used to assess levels of performance.

- 6.4 However, it has been agreed that any changes will not be finally agreed until after the Ofsted Inspection of Local Authority Children’s Services, that is expected at some point in Autumn 2022. The inspection is a good time to take stock of services delivered by NCT and future arrangements.
- 6.5 Following the inspection, senior leaders from NCT and the Councils will meet to develop plans to discuss what services will look like by Autumn 2025, the expected date of the next Ofsted inspection.
- 6.6 This discussion will lead to a plan to discuss and agree any changes to the contractual agreements with the aim of having a set of changes agreed and operational by the start of the 2023/24 financial year. Once a set of proposals have been provisionally agreed, they will be brought to a future meeting of the Children’s Trust Joint Committee.

7. Implications (including financial implications)

7.1 Resources and Financial

- 7.1.1 The cost of delivering services in 2021/22 is set out in section 4 of the report. The overall contract sum paid to NCT for 2021/22 was £137.15 million. Subtracting grant income passported to NCT and the cost of support services delivered by the Councils, leads to a budget of £123.348 million.
- 7.1.2 The gross outturn against this budget is an overspend of £3.701 million. This has been mitigated by £2.631 million worth of covid funding that was provided to NCT to cope with specific service pressures that were caused by covid-19.
- 7.1.3 The remaining £1.070 million pressure will be mitigated through the use of the carry forward reserve of £1.089 million, This carry forward relates to an underspend in the financial period Nov 2020–Mar 2021 following NCT’s creation in November 2020. These mitigations leave a net underspend position of £0.019 million.
- 7.1.4 In the report, NCT have identified potential issues that will impact upon their budget for the 2022/23 financial year. These issues are detailed in the report but are largely related to placements for children in care. The current levels of volatility, efficiency of joint funding processes and current flux of emergency placements, increasing complexity of need in a market where demand outstrips supply are all impacting on NCT’s ability to meet children’s needs within the current budget envelope.

7.2 Legal

- 7.2.1 There are no legal implications arising from the proposals.

7.3 Risk

- 7.3.1 Both Councils have identified the failure of Northamptonshire Children’s Trust to deliver services to the agreed standards and to sustain improvement in children’s social care services as a risk on

their strategic risk registers. The Annual Review process provides the Councils with an opportunity to scrutinise performance and mitigate against this risk.

7.4 Consultation

7.4.1 The Annual Report has been reviewed and approved by the Operational and Strategic Groups. These are the key contractual review meetings between the Councils and NCT. The relevant lead members have also been consulted during the annual review process.

7.5 Consideration by Overview and Scrutiny

7.5.1 This report has not been considered by the scrutiny committees of either Council.

7.6 Climate Impact

7.6.1 There are no discernible climate impacts arising from this report.

7.7 Community Impact

7.7.1 There is no distinct community impact arising from this report.

7.8 Communications

7.8.1 Communication colleagues at both Councils and NCT will work collaboratively towards informing and engaging the public on the priorities, objectives and outcomes from the annual report along with promoting any future contractual changes to services that require wider public awareness.

8. Background Papers

8.1 N/A



WEST NORTHAMPTONSHIRE COUNCIL AND NORTH NORTHAMPTONSHIRE COUNCIL CHILDREN'S TRUST JOINT COMMITTEE

7 September 2022

Cllr Fiona Baker – Children, Families & Education (WNC)
Cllr Scott Edwards – Children, Families, Education & Skills (NNC)

Report Title	Changes to the Learning and Development Support Service delivered to Northamptonshire Children's Trust
Report Author	Rory Seymour, Commissioning Manager – North Northamptonshire Council, rory.seymour@northnorthants.gov.uk Louise de Chiara, Assistant Director for Quality Assurance & Commissioning – Northamptonshire Children's Trust, louise.dechiara@nctrust.co.uk

Contributors/Checkers/Approvers

West MO (for West and joint papers)	Jeanette McGarry (in Catherine Whitehead's absence)	25/08/2022
West S151	Martin Henry	25/08/2022
Other Director/SME	AnnMarie Dodds, Executive Director of Children's Services North Northamptonshire Council	24/08/2022
Communications Lead/Head of Communications	Becky Hutson	26/08/22

List of Appendices

None

1. Purpose of Report

- 1.1. To seek the Children's Trust Joint Committee's approval of the changes to the Learning and Development Support Service provided to Northamptonshire Children's Trust by North Northamptonshire Council.

2. Executive Summary

- 2.1 NCT currently purchase Learning & Development Services from North Northamptonshire Council. The services to be provided are defined in a Service Level Agreement which forms part of the Support Services Agreement between NCT and the Councils.
- 2.2 The Learning & Development Service is currently a hosted service delivered by North Northamptonshire Council. As part of the wider disaggregation of council shared services, the councils have agreed that this service will disaggregate, and some elements of the service will transfer to West Northamptonshire Council. The disaggregation process has given NCT and the Councils the opportunity to consider how Learning & Development Services are delivered to NCT.
- 2.3 Officers from the Councils and NCT have worked together to review how the service should be arranged going forwards.
- 2.4 They have recommended the partial transfer of the Learning and Development Support Service delivered to Northamptonshire Children's Trust from North Northamptonshire into Northamptonshire Children's Trust (the L&D children's team, course booking administration, psychometrics, team days leadership, management information reporting) from 1st November 2022.
- 2.5 They have also recommended the continued delivery of some elements of Learning and Development by North Northamptonshire Council via service level agreement (open programme non NCT specific courses, on-line learning resources, business systems consultancy and e-learning development, apprenticeships).
- 2.6 If the Joint Committee were to approve this proposal, the affected staff will be consulted, and the proposed change would come into effect from 1st November 2022.

3. Recommendations

- 3.1 It is recommended that the Committee:
- a) Approve the partial transfer of the Learning and Development Support Service delivered to Northamptonshire Children's Trust from North Northamptonshire into Northamptonshire Children's Trust from 1st November 2022

- b) Note the continue delivery of some elements of Learning and Development by North Northamptonshire Council via service level agreement

4. Reason for Recommendations

- Moving aspects of service delivery into NCT will provide a more joined-up Learning & Development offer for NCT staff. This in turn will support the delivery of improved services to children, young people and their families
- Keeping certain aspects of service delivery as part of the SLA is more cost-effective than being delivered directly by NCT

5. Report Background

- 5.1 To enable Northamptonshire Children’s Trust to deliver good services to children, young people and their families they purchase a range of back-office services from North and West Northamptonshire Councils. These are known as the Support Services.
- 5.2 The Support Services Agreement records the overarching terms and conditions upon which the Councils will provide the Support Services to Northamptonshire Children’s Trust, and details the service parameters, responsibilities, and charges in respect of the provision of Support Services.
- 5.3 The Learning and Development Support Service has been delivered by the North Northamptonshire Council since Local Government Reorganisation on 1 April 2021. The team is a hosted service which delivers services to North Northamptonshire Council, West Northamptonshire Council as well as Northamptonshire Children’s Trust. The county wide L&D service consists of:
- L&D Children’s team
 - L&D Adults’ team
 - L&D Business Support team
 - L&D Leadership and Digital team
 - L&D Apprenticeships and Qualifications team
- 5.4 The current cost to NCT for the current service level agreement is £393,953.
- 5.5 The Learning and Development Service level agreement includes children’s specific services to NCT, they are through the following deliverables:
- Design, delivery, commissioning, and evaluation of 63 different social work/care training courses
 - Design and delivery of Social Work Academy and Senior Social Worker Recruitment Assessment Centres – face to face or remote dependant on Covid-19 policies
 - Design and co-delivery of ‘Leading for Improved Outcomes’ – bespoke Children’s leadership and management programme
 - Supporting Local Children Safeguarding Practice Reviews training requirements

- Diagnosing and supporting delivery specific team learning needs of different service areas with support from manager – face to face or remote dependant on Covid-19 policies
- Design and maintenance of emergency and/or (Covid-19) remote learning toolkits
- L&D representation on the following Boards; Signs of Safety Steering, Workforce Strategy and Development, Safeguarding Partnership, PREVENT Steering and Regional Workforce
- Management of Research in Practice (RIP) subscription and RIP training co-ordination
- Co-ordination and delivery of World Social Work Day - face to face or remote dependant on Covid-19 policies
- Involvement in Provider Forum Events and Training – face to face or remote dependant on Covid-19 policies
- Assessed and Supported Year in Employment (ASYE) support/training including management and moderation - face to face or remote dependant on Covid-19 policies
- Social Work student placements managed via co-ordination with national universities
- Commissioning of Practice Educators trained through University of Northampton with follow up L&D Managing and Supervising Learners course
- CRM (Customer Relationship Management)
- Project Support
- Senior Management Learning & Organisational Development Consultancy

5.6 Before the vesting day of the new unitary councils, it was agreed that Learning & Development would be a hosted service for the 2021/22 financial year with disaggregation taking place during the 2022/23 financial year. On 27th April 2022, the Shared Services Joint Committee agreed that services would be disaggregated in a phased approach by the end of the 2022/23 financial year. A decision therefore has to be taken as to how L&D services will be delivered to NCT. This process has been used a chance to consider how these services are best delivered to Northamptonshire Children’s Trust and to consider any possible changes.

5.7 Continuous professional development functions in NCT are currently disparate, with the NNC-hosted L&D service providing a combination of mandatory and corporate training, early help/ social care practice related training (including signs of safety), non-practice specific training, support for apprentices, NQSWs and students. NCT’s Social Work Academy also provides different elements of practice related training and support and the NCT induction. The disaggregation therefore gives a real opportunity to bring these elements together to form an NCT academy to support the continuous professional development of the whole NCT workforce and embedding of Signs of Safety practice model. It also provides opportunity for greater flexibility to meet changing needs and respond to emerging issues.

6. Issues and Choices

6.1 As part of the disaggregation of the service, Council officers have engaged with the relevant officers at NCT consider how the service can be best configured in the future to meet the needs of Northamptonshire Children’s Trust.

6.2 The options that have been considered are:

- a. **Do nothing** (not recommended) – this is not an option due to the councils’ decision to disaggregate L&D services
- b. **WNC or NNC to host NCT’s L&D service as part of their own disaggregated service** (not recommended) – this would result in the current disparity of NCT’s continuous professional development functioning continuing as is. The opportunity to develop an NCT academy which meets the needs of the whole NCT workforce, fully embed Signs of Safety, support recruitment and retention and support a continued uplift in practice in a more flexible, responsive and efficient manner.
- c. **Transfer all aspects of the current NCT L&D SLA to NCT** (not recommended) – whilst this option would provide greater flexibility and interface of all aspects of the current SLA with NCT, it would lose the economy of scale achieved by delivering and commissioning e-learning, non children’s training and apprenticeships in partnership with the council/s, and would not be cost effective.
- d. **Transfer only the L&D children’s team to NCT, with the remainder of the SLA continuing to be delivered by NNC** (not recommended) – whilst transferring the L&D children’s team to NCT would provide the opportunity to develop a more comprehensive continuous professional development offer for the whole NCT workforce, embed Signs of Safety and improve efficiencies, NCT would not have the flexibility to use the psychometrics and team days leadership and management information reporting to meet NCT current and emerging needs.
- e. **Partial transfer of the current SLA to NCT with remainder delivered by NNC as SLA** as set out in sections 6.3 and 6.5 below (recommended) – the reasons for this recommendation are set out in sections 6.4, 6.6 and 6.7 below.

6.3 The table below summarises the areas of the L&D service that are proposed to transfer to NCT:

Aspects of SLA to transfer to NCT	Current SLA Value	Rationale
The L&D children’s team (currently 4.41FTE)	£215,070	The team currently develops, delivers or commissions training to meet needs of NCT practitioners; moving to NCT provides greater interface with and understanding of current practice and support issues, and greater flexibility to support emerging and changing needs
Management and other ancillary costs	£36,762	To pay for management time for the team and other costs such as printing, subscriptions and externally commissioned courses
Course booking administration (currently 1.0FTE)	£38,000	To effectively support the L&D team who are designing and delivering training they need to be integrated within the NCT team
Psychometrics	£9,000	This has not been accessed through the SLA to date and transfer of funding will provide opportunity

		utilise as part of NCT's inhouse leadership development programme
Team days leadership	£4,000	This has not been accessed through the SLA to date and transfer of funding will provide opportunity to utilise as part of NCT's inhouse leadership development programme
Management information reporting;	£1,000	By bringing this into NCT's data analysis function NCT will be able to combine with other data reporting and analysis providing more comprehensive and useful information, including impact of training
Assisted and Support Year in Employment	£0 (no budget needs to transfer as it is externally funded)	Employers can apply for £2,000 from the Department for Education for each newly qualified social worker (NQSW) that they support in their assessed and supported year in employment (ASYE). The L&D service currently do this on behalf of NCT and use the funding to support learning and development of NQSWs. It is proposed that this function moves to NCT who will apply for and use the funding within the NCT learning academy to support NQSWs. Funding will not need to transfer from the Councils as this is externally funded from the Department for Education.
Sub Total	£303,832	

6.4 More can be gained from the roles moving under the responsibility of NCT as the organisation moves into its third year. The national shortage of qualified social workers and continued competition to recruit means that NCT needs the best possible access to L&D opportunities to ensure high standards of practice and the opportunity to grow their own social work staff. Moving the L&D Children's Team into NCT will make development of courses more fluid and support the reduction of barriers to learning that, even with the very best professional relationships, a service level agreement introduces. It will also improve efficiency of working as current arrangements depend on colleagues in NCT providing information or steer to L&D colleagues, having all functions in one service area within NCT will provide consistency of leadership and will enable delegated decision making.

6.5 The remaining elements (at a cost of £98k) will continue to be delivered by NNC, through a revised SLA:

Deliverable	Cost	Detail
Open Programme (non Children's courses)	£38,000	for up to 500 course bookings
On-line learning resources	£26,000	Based on a year total of 1,200 licences
Business Systems Consultancy & e-Learning Development	£3,000	Up to 10 days consultancy & 5 days e-learning development work, per 12 months
Apprenticeships	£31,000	Covers both Levy Management and Training Provider

Sub Total:	£98,000	
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- 6.6 The rationale for these elements continuing under an SLA is that these are on the whole not specific to children’s early help, social care and youth offending and NCT would not be able to achieve the current efficiencies of scale by delivering inhouse.
- 6.7 Previous experience has shown that joint commissioning of social work apprenticeship training with adults has offered a more attractive prospect than if it was commissioned individually. It is therefore recommended to remain within the SLA.
- 6.8 NCT, together with officers from the Councils, have taken the following into consideration when making the recommendation to change the SLA:
- Cultural fit to NCT as an organisation – the leadership and management of the social work development side of learning and development is key to how it is delivered. Having an in-house team provides increased opportunity to shape and influence the day to day as well as long term approach to service delivery and monitoring.
 - Flexibility & collaboration – revisions to service delivery and team responsibilities would be more swiftly realised as deliverables would not be dependant on an agreed SLA.
 - Optimal team structure – longer term, the structure of the team providing specialist early help, youth offending, social work and NCT support service-learning opportunities will benefit from revision to ensure delivery creates maximum benefits for the organisation. This may be affected by new initiatives NCT decides it wishes to follow in terms of growing their own social work staff.
 - Increased development opportunities for staff – those staff working within the new L&D social work team will have increased development opportunities themselves as they become more aligned to continued development of NCT as a social care organisation with its own vision and values.
- 6.9 If the Committee agrees to the proposal the next steps will be to
- Advise Trade Unions of the NCC intention to TUPE staff to NCT.
 - Share data between NNC and NCT to ensure the rights, risks and liabilities of the transfer are identified and acted upon.
 - Consult with staff on the transfer and advise them of any impacts
 - Transfer staff and funding for aspects of the SLA that will be delivered by NCT by 1 November 2022.

7. Implications (including financial implications)

7.1 Resources and Financial

- 7.1.1 The current SLA is worth £401,832 per year for the full range of services. These are funded through the overall NCT contract sum.
- 7.1.2 The elements transferring to NCT are worth £303,832 per year. This budget currently sits with NCT and from November 1st they will not be charged for this amount. They will be charged for the April to October 2022 period on a pro rata basis.

7.1.3 The elements staying with NNC are worth £98,000 per year. NCT will continue to pay NNC for these elements of the service.

7.2 Legal

7.2.1 NNC has identified a list of staff who are affected by the proposed service change. The affected staff would be subject to Transfer of Undertakings (Protection of Employment) regulations, usually known as TUPE. NCT has agreed with NNC that they would work collaboratively to ensure the rights of these staff, warranties and liabilities are set out and staff and unions are effectively consulted with.

7.2.2 The Transfer would take place on 1 November 2022. Prior to this, NCT and NNC representatives will share the required contractual, policy, financial obligations and liabilities details at least 28 days before. This will allow them to proceed with the transfer in an informed way that also ensures they meet their legal obligations to unions and staff to reduce the risk of litigation.

7.2.3 As is noted in section 5.2 above, the Support Services Agreement governs the relationship between the Councils and Northamptonshire Children's Trust in this area. In order to make this change, it is proposed that the change control procedure in the agreement is used to enable the change to take place in good time.

7.3 Risk

7.3.1 It is imperative that there is continuity of delivery of the L&D functions for NCT workforce, including the NQSWs in their ASYE and current social work apprentices. There could be a risk to this if existing L&D staff chose to leave as a result of the proposed changes, and/ or the remainder of the service level agreement was not delivered by NNC.

7.3.2 To mitigate the risk, there will be clear and appropriate communication with those affected, with the rationale for the proposals explained and a formal TUPE consultation period. NCT will work closely with NCT through existing support service governance arrangements to ensure that any risks and issues with continuity of service are identified and mitigated at the earliest possible point.

7.4 Consultation

7.4.1 If the Joint Committee were to approve the proposal, a consultation with affected staff would take place before the transfer on 1st November 2022.

7.5 Consideration by Overview and Scrutiny

7.5.1 This report has not been considered by the overview and scrutiny committees of either council.

7.6 Climate Impact

7.6.1 There is no specific climate impact from this report.

7.7 **Community Impact**

7.7.1 There is no specific community impact from this report.

7.8 **Communications**

7.8.1 Proposed changes to service delivery will be communicated internally to colleagues and members across the two councils and NCT to ensure everyone is aware of the new arrangements. Communications will also play a key role in supporting consultation activities with members of staff directly affected by the new arrangements.

8. **Background Papers**

8.1 Shared Services Joint Committee, 27 April 2022. Item 6 – [Learning and Development Change Request](#)

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