

Appendix D How the proposed changes compare with the current model

Service Team	High level Functions	Changes from current operating model
Centralised Team - based at JGS	<ul style="list-style-type: none"> • Overarching service management including the coordination of packages for families through short breaks panels ensuring a regular review for each child (minimum of once every two years) (approx. 4 per week). • Volunteer and buddy scheme recruitment and management -to match volunteer buddies to groups. • Community link/ partnership building / grant allocation. • Fundraising that will include bidding for grant pots to allocate to community organisations and supporting families to apply for holiday grants. This post will also organise fun events for people to raise money through sponsorship/just giving etc. and approach organisations to provide sponsorship. • Specialist play advisor supporting short breaks and developing quality activities and resources. • Central information hub for families about short breaks within the county. • Wrap around support/advice and visual and hearing impairment can be purchased on an individual basis from NAB and Deaf Connect as part of the assessment process. • Sleep service practitioners will sit within the central hub and the number of practitioners will be maintained at the current level. 	<ul style="list-style-type: none"> • Centralised hub is new to the current model. • Shared overheads (management, centralised coordination, short breaks panel) across all services. Resourcing of short breaks panel to ensure packages for families are regularly reviewed and criteria and thresholds are consistently applied to ensure fair allocation of resources. • Additional resources to build volunteers and explore fund raising opportunities. Resource to build partnerships across county to utilities community assets for short breaks. • Located in office space within JGS. Specialist play worker to ensure activities are of high quality and develop resources by use of all short break providers. • More joined up work on holiday activities with education, Northamptonshire Sport and other community organisations
RSB - Complex Health Needs	<ul style="list-style-type: none"> • Providing a residential short break for children with complex health needs whose families are at risk of going into crisis open 6 days a week. • Benefits of a 6-day working week for staff - reduced sickness, less reliance on bank staff so continuity for children, regular rota ring of staff so similar working patterns bring continuity of staffing, zero hours and bank staff and volunteers then only used for higher needs children who require 2:1 care meaning no need to bed block and increase agency rate. • Additional 3-day care places 	<ul style="list-style-type: none"> • FTE remain the same as current but with fewer qualified nurses replaced by skilled residential support workers. • Closed one day per week but day and evening care only offered as an alternative where needed. • Closed one day per week but additional day care and afterschool places to be offered as an alternative. • The maximum number of nights across the year to be capped. • Clear with families that this is a crisis service where services will work with the families to be able to step down to non-residential short breaks or support provided in the home in the longer term. • Staff may be required to provide short term outreach support to families in their home as part of the step-down support. • Specialist play advisor to work with each setting to develop quality activities and resources based on children's' needs that also promote learning and development of independence skills. • Transition planning from 16 years to reduce reliance on residential short breaks in preparation for turning 18 years.

<p>RSB - Complex Behaviour</p>	<ul style="list-style-type: none"> • Providing a residential short break for children with complex behavioural needs whose families are at risk of going into crisis. • FTE remains the same as current model. • Benefits of a 6-day working week for staff - reduced sickness, less reliance on bank staff so continuity for children, regular rotaring of staff so similar working patterns bring continuity of staffing, zero hours and bank staff and volunteers then only used for higher needs children who require 2:1 care meaning no need to bed block and increase agency rate. 	<p>As above</p>
<p>Non Residential short Breaks</p>	<ul style="list-style-type: none"> • Programme of short breaks that can be accessed through application and assessment by families and are aimed at the most complex health and behavioural needs. • The new provider will undertake and needs analysis and consultation to develop a non-residential short break offer across the county. (Some of this needs analysis can be undertaken by NCT before the new provider is in place). • There will be a north and a west team each consisting of 2 youth workers and 2 support workers all working 13.5 hr each per week (0.5FTE). • Each team will deliver an evening session and a Saturday session during term time twice across each unitary area and weekly holiday activities with 4 staff in attendance at each. Each team will be able to tap into support from the Specialist play worker and volunteers. The volunteer officer will have an initial target to recruit 8 volunteers for each area to support with groups (32 volunteers in total) . each volunteer will be offered training as well as paid a £30 monthly expenses allowance to support an evening and Saturday group in each area. The groups will be open to up to 12 children depending on need and staff and volunteer availability. • North areas are Kettering /Corby and Wellingborough/Rushden and west areas are Daventry/ South Northants and Northampton. • On a monthly basis one family focus session will be run in the north and one in the west of the county. This will be a chance for the whole family to attend and will be ta chance for an informal chat with professional and other families as well as fun activities. 	<ul style="list-style-type: none"> • Reduced number of groups as a number were poorly attended - however greater number of opportunities offered to families through existing community groups support by the community and partnerships officer. • Reduce head count employed for more hours to get greater level of skill and commitment. • Adult to child ratio supported by volunteers/buddies Extra capacity and activities / resources created by specialist play workers Monthly family fun day in north and west.