

1. Birmingham Childrens Trust: Proposed Trust Services

In January 2017 Cabinet approved a proposed scope of children’s services to be included within the Children’s Trust.

This paper is an update to that scope and reflects the agreed baseline (“As-Is”) position between Birmingham City Council (BCC) and the Birmingham Children’s Trust.

Subsequent discussions between BCC and the Trust will determine the final delivery model for each service. The model and service details will be articulated in service specifications that will form part of the Service Delivery Contract.

Using the January 2017 Cabinet Report as a starting point, the transition programme has engaged with the senior management of Children’s Social Care, senior managers of all support services under consideration, and staff groups in various fora.

The following sections set out the results of this work and reflect the baseline position in terms of full time equivalent posts and financial values:

- Section 2 outlines the Core Services **in** scope.
- Section 3 outlines the Directorate Support Services **in** scope
- Section 4 outlines the Corporate Support Services **in** scope
- Section 5 outlines the services **out** of scope.
- The services are listed in alphabetical order.

The staff in those core and support services in scope for which transfer to the Trust is proposed will be in scope for TUPE

The services out of scope will not be transferred to the Trust and those staff will remain within BCC

The FTE and values for support services set out in section 3 and 4 are current as at June 2017 and reflect the net position having taken account of committed savings in 2017/8. Any further committed step up savings in future years will need to be accommodated from the transferred resource to the Children’s Trust

Support Service posts set out in section 4 will be subject to potential reductions in line with the proposed savings set out in paragraph 4.2.5 of the report.

2. Core Services – IN SCOPE

These services and the staff providing these services will transfer to the Trust

Team	Description	Current FTE	Current Value
Adoption	Central service – recruiting and matching potential adoptive families and post-adoption/Special Guardianship Order support. The DfE (Department for Education) are promoting Regional Adoption Agencies, and at a future point the Adoption service might move into any such agreed regional arrangements. The Children’s Trust would work with any new provider to ensure continuing close collaboration for children in care.	65.02	£7.967m
Assessment and Short-Term Intervention (ASTI) teams	In main area offices – good timely assessment of needs of children and their families referred and short-term solution-focused help to children and families.	124.33	£7.078m
Child Protection chairs and Independent Review Officers, Local Authority Designated Officer (LADO), Disclosure team	Statutory, regulatory functions in relation to child protection, child care review, and allegations against people working with children. The child licensing function will remain with the Council.	56.04	£3.525m
Children in care teams	In area main offices – supporting children in care into permanency or return home, including through family court process and up to 18 – includes specialist teams for unaccompanied asylum seeking children (UASC).	203.00	£59.730m
Complaints service; quality assurance; policy; research; Principal Social Workers (PSWs)	Quality assurance, staff development and learning functions.	10.00	£0.760m
Disabled Children’s Social Care (DCSC)	Disabled Children’s Social Care service is now part of Children’s Services but will continue to work closely with services that will not be in the trust (for example, SENAR (Special Educational Needs Assessment Review), Health and Adult services). The children’s occupational therapy service will remain within the Council, with the equipment and adaptations services.	46.18	£6.248m

2. Core Services – IN SCOPE

These services and the staff providing these services will transfer to the Trust

Team	Description	Current FTE	Current Value
Family Support – intensive interventions with disadvantaged families	Locality based – delivered by primarily non-social work qualified staff.	191.1	£6.168m
Fostering	Central service located with placements service – recruiting and supporting in-house foster carers to look after children in care.	82.62	£19.331m
Leaving Care teams	In area offices – supporting care leavers up to age 25. Working closely with children in care teams, but also with housing, skills and further education, to fulfil corporate parenting responsibilities.	37.38	£6.650m
No Recourse to Public Funds team; Homeless young people’s team; Edge of Care teams; Rights and participation, Family group conferencing and contact/specialist assessment service.	All of these teams are integral to the provision of statutory children’s social care services, including listening to children and families.	83.37	£7.720m
Partnership management and development	Trust support to Birmingham Safeguarding Childrens Board (BSCB) and to wider Birmingham Partnership work for children and families.	10.59	£0.429m
Residential care homes for disabled children	Four BCC residential homes for disabled children managed alongside Disabled Childrens Social Care (DCSC).	122.25	£5.957m
Safeguarding teams	In localities – long-term intensive child in need and child protection social work with the most disadvantaged families.	213.33	£20.260m

2. Core Services – IN SCOPE

These services and the staff providing these services will transfer to the Trust

Team	Description	Current FTE	Current Value
Single point of entry for all contacts and referrals	Children’s Advice and Support Service (CASS) and Multi-Agency Safeguarding Hub (MASH), including Emergency Duty Team for children.	77.57	£4.149m
Therapeutic Emotional Support Service	Mental health support primarily for children in care and foster carers.	27.41	£1.627m
Workforce Development Team	The Workforce Development team supports the training and development needs of all staff, including professional social work, across children’s services.	11.77	£0.917m
Youth Offending Service (YOS)	Statutory service provided in partnership, led by children’s service, working with young people in need and in care.	117.53	£3.964m
TOTAL		1,479.49	£162.50m

3. Directorate Support Services – IN SCOPE**Proposed Delivery Model : *TRANSFER TO THE TRUST***

These services and the staff providing these services will transfer to the Trust

Team	Description	Current FTE	Current Value
Birmingham Safeguarding Children Board (BSCB) support team	The BSCB is the statutory board that holds partners to account for effective collaboration to safeguard and promote the wellbeing of all children in the city. The BSCB support team are managed within children’s services.	10.59	£0.43m
Children’s Human Resources (HR)	An HR function is required to manage HR, organisational development and organisational design for the Trust as well as provide professional HR advice to the Trust’s Board and senior management.	6.33	£0.327m
Commissioning, Contracting and Placements	Commissioning and managing contracts relating to placements for children in care and other specialist third sector services for children in need and their families. These are all commissioned services critical to the delivery of the children’s social care statutory function. This includes the Placements team that makes placements of children in care with external providers.	10.630	£0.602m
Communications/Engagement Team	A small resource to develop Trust internal staff communications and outward-facing communications to families, partners and the public.	1.00	£0.054m
Finance Directorate Support	The Trust’s financial team will provide internal budgeting, monthly budget analysis, and financial strategy advice to Trust senior staff and the Board. They will prepare annual accounts and submissions to statutory returns. They will also provide finance support to Trust contract and commissioning activities.	8.3	£0.39m

3. Directorate Support Services – IN SCOPE

Proposed Delivery Model : *TRANSFER TO THE TRUST*

These services and the staff providing these services will transfer to the Trust

Team	Description	Current FTE	Current Value
Performance Data and Analysis Function	The performance data and analysis function, drawing out and reporting management/ performance information for operational, monitoring and learning purposes is required. The performance function will deliver statutory returns as well as performance information back to the Council, as required in the service delivery contract.	13.14	£0.621m
Professional Support Services	Professional support services provide administrative support which is critical to the social work task and to all aspects of the child protection and child care system through to adoption.	327	£8.8m
Programmes and Projects	Programme and projects offer expertise to enable transformational change within your service areas. They ensure that programmes, projects or change reviews are effectively scoped, with clear aims, strong planning, effective stakeholder management, resource planning and sound and robust governance to drive progress.	4	£0.22m

3. Directorate Support Services – IN SCOPE

Proposed Delivery Model: **TO BE DECIDED**

These services will either be transfer or purchased.

Team	Description	Current FTE	Current Value
Children’s Legal Advice	Legal advice in Pre-PLO and PLO (care proceedings) including representation in the Family Court and work with other parties’ solicitors is a core function directly connected and integral to the social work task of the Children Act 1989. (PLO: Public Law Outline)	36.5	£1.68m
Information Technology (IT) Support	The Trust will develop its own IT strategy and needs an IT lead function. <i>We need to recognise that the Trust’s IT function will work closely with BCC IT on the implementation of the replacement of CareFirst and other systems so more discussion will be required.</i>	9.5	£0.447m

4. Corporate Support Services – IN SCOPE

Proposed Delivery Model: **SERVICE LEVEL AGREEMENT (SLA)**

These services will be purchased from BCC via a service level agreement (and so staff in these services will remain within BCC) or a mix of purchase and transfer.

Team	Description	Current FTE	Current Value
Corporate HR	Corporate areas of expertise from the Corporate HR Service including, for example, Health and Safety. These services/activities will need to be defined and quantified with a SLA drawn up with the Trust.	N/A	£0.677m
Corporate Legal Advice	Strategic Legal function remains in BCC to hold the Trust to account and ensure it does not act ultra vires. Corporate Legal Service might provide legal advice and assistance to the Children’s Trust on statutory obligations, government guidance, disputes, contract and land concerns, employment issues, data law and other legal issues.	N/A	£0.27m
Finance Shared Services	The Shared Service team undertakes tasks such as Payroll/Pensions Accounts Payable; Accounts Receivable; Corporate Postings and Electronic scanning of paper documents.	N/A	£0.25m
Financial Systems Support	To assist with supporting the running of all finance systems (Voyager/Payroll/Invoices) for both internal and external organisations ensuring that BCC fulfil their financial management obligations.	N/A	£0.01m

4. Corporate Support Services – IN SCOPE

Proposed Delivery Model: **SERVICE LEVEL AGREEMENT (SLA)**

These services will be purchased from BCC via a service level agreement (and so staff in these services will remain within BCC) or a mix of purchase and transfer.

Team	Description	Current FTE	Current Value
Internal Audit	The role of <i>internal audit</i> is to provide independent assurance that an organisation's risk management, governance and <i>internal</i> control processes are operating effectively.	N/A	£0.05m
IT Services	Information and Communications Technology (ICT) and delivery support to remain in BCC / Service Birmingham at this time. The Children’s Trust to be treated as a separate customer with its own specific needs and requirements with appropriate interfaces into BCC ICT team. These services/activities will need to be defined and quantified with a SLA drawn up with the Trust. In addition the support to the children’s element of the CareFirst record management system and support to implement and maintain the new system which is to replace CareFirst is required.	N/A	£6.053m subject to disaggregation and further review due to cross-BCC contracts (nb this figure excludes CareFirst replacement development costs)
Media Support and Corporate Design	The Trust communications team will work closely with BCC press office when mutual media matters arise. Any media work from the Children’s Trust to be channelled through this team.	N/A	£0.015m
Procurement	The Procurement Service uses the bulk-buying power of the Council to negotiate competitive prices for good quality products and services.	N/A	£0.012m

4. Corporate Support Services – IN SCOPE

Property Management	The Property Management Team provides property advice and estate management for BCC buildings and Central Admin Buildings (CABs). It arranges accommodation moves and decommissioning of buildings.	N/A	£0.02m
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5. Out of Scope

These services and related staff will remain within BCC

Team	Description
Early Years, school nursing and health visiting	These services are currently subject to a large scale commissioning redesign. These services are at levels 1 (universal) and level 2 (universal plus) and are not part of the targeted levels 3 and 4 social care offer to families in greatest need.
Education Services	<p>Education has made significant improvement since 2014 and is on a good trajectory, validated by the final report of the Education Commissioner Sir Mike Tomlinson. Education remaining outside the Trust is a positive choice, reflecting the continued improvement within BCC and with existing partners (Services for Education (S4E) and Birmingham Education Partnership (BEP)).</p> <p>It is therefore recommended that the Council's statutory responsibilities for education, including its work with schools around school improvement, school places, tracking pupils, supporting schools to fulfil their range of safeguarding responsibilities, ensuring the full education offer for excluded children and those with Special Educational Needs/Education Health Care (EHC) plans are not part of the Trust.</p>
Virtual School for children in care	Discussions and feedback recognised that the Virtual School for children in care should remain part of the Education service.
Child Licensing Service	Approves applications from theatre, film, TV etc. for children to perform including during school term.
Children’s Occupational Therapy (OT) Team	OTs assesses the needs of children with disabilities for equipment and adaptations to support them at home. The equipment and adaptation services and the larger adult OT service are all in the Council.