

ABERDEEN CITY COUNCIL

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| COMMITTEE | Finance, Policy and Resources Committee |
| DATE | 5 th December 2013 |
| DIRECTOR | Elizabeth Taylor |
| TITLE OF REPORT | Young Women's Service |
| REPORT NUMBER: | |

1. PURPOSE OF REPORT

- 1.1 The purpose of the report is to propose that the Intensive Community Support and Learning Service at Westburn develop a gender specific service for vulnerable girls and young women

2. RECOMMENDATION(S)

- 2.1 To approve the establishment of a gender specific service for vulnerable girls and young women.
- 2.2 To approve the following increase to the establishment:
- 1 FTE Team Leader post at G14
 - 2 FTE Family and Community Support Officer posts at G13
 - 2 FTE Family Resource Worker posts at G11
- 2.3 To approve the limitations of employment to the new posts within the service, to female candidates only, justifiable and legitimate occupational requirements of the posts, in relation to Schedule 9 of the Equality Act 2010

3. FINANCIAL IMPLICATIONS

- 3.1 The staffing for the team will be

1 x Team Leader
2 x Family and Community Support officers
2 X Family Resource Workers

It is proposed that the Team Leader post should be offered as a fixed term secondment.

The budget to establish this team has been identified from the Westburn budget.

The Team at Westburn will be extended by creating a fixed term Team Leader (G14) Post by converting existing vacant G13 posts to the new service and adding value to this post.

It is proposed that there is an increase in established posts to include 2 Family and Community Support Officer posts and 2 Family Resource Worker posts.

3.2 Impact on current year's revenue/capital budget:

Assuming the posts had been filled on 1st Jan 2014 the current year's costs would be:

1 x Team Leader Increase of salary from a G13 to a G14

Difference between G13 and G14 for three months is £2,745 - £3,157 with 29.7% on costs

2 x F&CSO at G13

£7,364 - £8,417.50 x 2 for six months = £19,102 to £21,825 with 29.7% on costs

2 X FRW at G11

£5,637 - £6,440.50 x 2 for six months = £14,623 to £16,706.50 with 29.7% on costs

Total staffing costs for three months = £35,097.50 - £40,120 including 29.7% on costs

There will be some additional costs to take account of any enhanced payments to staff working in the evenings and weekends. Evening and weekend work will be supplemented by the 7 Day Service, Barnardo's Connect staff and other ISS partners

Revenue costs will include mobile phones, staff travel and accommodation costs of £50,000

The total budget will be £85,097.50 – 90,120

3.3 Full year impact on revenue/capital budget:

1 x Team Leader Increase of salary from a G13 to a G14

Difference between G13 and G14 is £5,490 - £6,314 with 29.7% on costs

2 x F&CSO at G13

£58,912 - £67,340 this is £76,409 to £87,340 with 29.7% on costs

2 X FRW at G11

£45,098 - £51,524 this is £58,492 - £66,827 with 29.7% on costs

Total staffing costs for full year = £140,391 - £160,481 including 29.7% on costs

There will be some additional costs to take account of any enhanced payments to staff working in the evenings and weekends. Evening and weekend work will be supplemented by the 7 Day Service, Barnardo's Connect staff and other ISS partners

Revenue costs will include mobile phones, staff travel and accommodation costs of £50,000.

The total budget will be £190,391-£210,481

4. OTHER IMPLICATIONS

- 4.1 The young women should have easy access to the team and accommodation in a central location is currently being pursued with the Asset Management Team.

5 BACKGROUND/MAIN ISSUES

- 5.1 In the last 2 years there has been increasing concern about the circumstances of a number of girls and young women in Aberdeen city. The girls/young women are involved in and experiencing a range of issues including:

- Involvement with older men
- Sexual exploitation
- Misusing substances
- Being absent from home/placement for a number of hours/days without carer agreement/knowledge
- Self harm
- Low self esteem
- Risk taking behaviours
- Low parental interest/control/capacity
- Girls making connections with other girls in the community and placements and introducing them to older men

- 5.2 There have been a number of young women who, as a result of their circumstances have been placed in high cost out of authority placements including secure care.

- 5.3 The development of the service would offer intensive support to girls and young women to enable them to remain within their families and communities.

- 5.4 It is proposed to have a gender specific service staffed by women. The service will provide a safe place for girls and young women and will support them on an individual, group and family work basis. It is proposed that the service will be based in the city centre for ease of access and close proximity to where the young women are spending their time. Support will be provided to service user's outwith core office hours in recognition of their circumstances.

6. IMPACT

- 6.1 The aims and objectives of the Young Women's Service are identified within national and local

strategic priorities.

Single Outcome Agreement

National Outcome 4 – Our young people are successful learners, confident individuals, effective contributors and responsible citizens.

National Outcome 8 – We have improved the life chances of children and young people and families at risk.

6.2 Integrated Children's Services Plan 2011 – 2015

- Achieving their Potential Outcome Group
- Responsible and Included Citizens Outcome Group
- Safe and Protected
- Successful Transitions to Adulthood

- 6.3 The purpose of the Aberdeen City Child Protection Sub-Committee is to work in partnership with the North East of Scotland Child Protection Committee (NESCPC) to promote the protection of children as per the Memorandum of Understanding dated September 2009
Arrange the delivery of services to children to protect children that meets local need
Exercise effective quality assurance and governance of services to **protect children in** Aberdeen.

7. MANAGEMENT OF RISK

- 7.1 The risks identified should this proposal not be accepted are;
- an increased number of girls and young women have poor outcomes as a result of trauma
 - an increase in costly out of authority placements including secure care

8. BACKGROUND PAPERS

None

9. REPORT AUTHOR DETAILS

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