

ABERDEEN CITY COUNCIL

BUSINESS CASE

COMMITTEE Social Care and Wellbeing

DATE 22 April 2010

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NAME(S) OF HR ADVISER(S) CONSULTED

TITLE OF BUSINESS CASE Caledonian System Delivery

REPORT NUMBER SCW/10/055

PURPOSE OF BUSINESS CASE

The purpose of the business case is to advise Members of the successful outcome of Aberdeen City Criminal Justice Social Work Services' bid to deliver the Caledonian system on behalf of the Northern Community Justice Authority (NCJA) and to seek authorisation to recruit to the posts required. The Caledonian system was developed in response to the national strategy to address domestic abuse in Scotland, which recognised the prevalence of domestic abuse and the harm caused to women and children. The system offers a unified response to domestic abuse through specific programmatic work with male perpetrators, sitting alongside specialist services for women and children who have been harmed by domestic abuse. The goal is to reduce the prevalence of domestic abuse and its impact on children, families and communities in Scotland.

The Caledonian system was launched on 18 November 2009, when the Cabinet Secretary for Justice announced that financial support had been made available for CJAs to undertake an assessment of readiness to deliver the Caledonian system. The system had already been piloted in three CJA areas. The NCJA was one of only three successful applicants. It is envisaged that the system will be rolled out across Scotland in later years.

Aberdeen City will deliver the Caledonian System in partnership with Aberdeenshire Council, building on the experience of partnership working developed through the delivery of the Community Sex Offender Groupwork Programme. Should the outcomes from the system prove positive it is envisaged that it would be extended to Highland in the first instance. Staff from Aberdeenshire and from Highland will be invited to participate in the planning and steering groups. Thereafter the system will be opened up to the remaining local authorities within the NCJA.

Initial funding has been made available as part of the criminal justice social work services monthly grant allocations to the NCJA. Funding of £140,098 has been approved for the men's programme and of £156,572 for the women and children's services for the financial year 2010-11. Payment to Aberdeen City Council will be made via Section 27 funding arrangements.

The proposal is that the following posts be established within Criminal Justice Social work Services to enable delivery of the Caledonian system:

- System and Service Delivery Manager (Senior Social Worker equivalent)
- System Administrator
- 2.5 FTE Men’s Group Workers (Social worker grade)*
- 3 Women’s Service Workers (support worker grade)
- 1 Children’s Service Worker (support worker grade)

*up to six main grade social workers will be seconded on a one day a week basis, with the funding used to provide backfill.

In the first instance it is proposed that these posts be fixed term, for the period of 51 weeks. The posts will be subject to job sizing following approval.

It is additionally proposed that the post of interim System and Service Delivery Manager be established for the period of three months to assist in developing the infrastructure for the delivery of the system.

RECOMMENDATION(S)

It is recommended that Committee approve the following:

Additional resource(s) / change to structure required	Job title(s)	No of jobs
Establishment of permanent job		
Conversion of fixed term job to permanent status		
Creation of fixed term job	System and Service Delivery Manager (Senior Social Worker) System Administrator 2.5 FTE Men’s Group Workers 3 Women’s Service Workers 1 Children’s Service Worker	8.5
Extension of fixed term job		
Dis-establishment of permanent job		
Change to Job Title	Former: Revised:	
*Redesign of existing job		

* for a redesign of an existing job there should be reference in the report to the impact of the redesign on the jobholder(s).

BUSINESS CASE

Please do not repeat any information contained in other sections of the report

1. With specific reference to anticipated outputs/outcomes, state how the recommendation(s) support corporate objectives e.g. Council's Policy Statement; Vision and Values; Local Government (Scotland) Act 2003; Community Plan; Transformation Programme etc.

The Caledonian system contributes towards the prevention of domestic abuse and the provision of support services to women and children who have been subject to and harmed by such abuse. The system contributes to the achievement of the aims of the national strategy to address domestic abuse, which were further developed in 'Safer Lives: Changed Lives 2009'.

The importance of joined up working to tackle domestic abuse was also recognised in the joint Scottish Government/ COSLA National Domestic Abuse Delivery Plan for Children and Young People 2008. Central to the delivery of the Plan is Getting it Right for Every Child (GIRFEC). The Caledonian system embraces GIRFEC priorities, contributing directly to National Outcomes and National strategic Objectives to tackle domestic abuse in our communities.

Locally, the Aberdeen City Alliance Single Outcome Agreement 2009-10 acknowledges that the rate of domestic abuse in Aberdeen had risen in the preceding three years. The rate is slightly higher than the national average. Domestic abuse was identified as a strategic priority by the Aberdeen Community Safety Partnership in 2008 and by the NCJA in its first three year Area Plan 2008-2011. Within the NCJA Training Plan 2009-2011 Aberdeen City and Aberdeenshire agreed to take the lead in developing training to address domestic abuse. Both areas have run successful domestic abuse programmes with perpetrators.

A reduction in gender based abuse is a target within Aberdeenshire's Community Planning Partnership's 2009-2010 single outcome agreement.

A Community Integration Unit is in development for HMP Aberdeen, which will entail women returning to Craiginches post release. HMP Grampian will be a community facing prison with capacity for women. Community based services should provide for the needs of women, including ex-prisoners, who have experienced domestic abuse.

2. State how the recommendation(s) support service objectives and plans and/or the achievement of a Statutory Performance Indicator.

The Management of Offenders Act requires Community Justice Authorities to ensure that Criminal Justice Social Work Services comply with relevant legislation, national and local policies and procedures. The aim is to enhance public protection by reducing the risk of harm and of reoffending. In order to achieve this aim the Vision Statement for Social Care and Well-being sets out the key statements in respect of Criminal Justice Social Work:

- Increase public confidence in Criminal Justice Social Work services.
- Reduce re-offending.

- Increase public protection by providing effective supervision and management to offenders within the community.
- Provide a range of interventions for offenders based on:
 - Restrictions on opportunity to cause harm.
 - Rehabilitation through effective programmes.
 - Reparation for the harm they have caused.
 - Re-integration as contributing members of society.

The Criminal Justice Social Work Improvement Plan outlines how the service will deliver on these aims, including a commitment to reduce the harm caused by domestic abuse.

3. Outline why the new work cannot be undertaken within existing staff resources e.g. by re-distributing resources or curtailing lower priority services.

The Caledonian system cannot be delivered within existing resources. It is an intensive two year programmatic approach which requires perpetrators to commit to 14 one hour pre-group work sessions; 25 three hour groupwork sessions and then a period of four weekly maintenance session until the end of the Order. The Women’s Programme offers assessment, safety planning, support and protection strategies. The Children’s Service is not therapeutic but offers assessment, safety planning and links to child protection where appropriate.

4. Risk Management: What are the consequences of not proceeding with the recommendation(s)?

If recruitment to the proposed posts is not approved Aberdeen City will be unable to take the lead in delivering the Caledonian system on behalf of the NCJA. In this eventuality the lead will pass to Aberdeenshire Council.

5. Risk Assessment: What Health and Safety considerations have been taken into account?

The main issue relates to lone working. Caledonian system workers will be covered by the Lone Working Policy.

6. Financial Implications:

Impact on current year’s revenue budget:

Job Title	JE Grade	Min Salary*	Max Salary*
System and Service Delivery Manager			£55,219
System Administrator			£16,962

2.5 FTE Men's Group Workers			£79,107
3 Women's Service Workers			£72,602
1 Children's Service Worker			£24,201

***These figures are based on an appointment being made by July 2010. Minimum and maximum salary costs also include agreed allowances and 26.1% on costs. These figures are indicative only, subject to job evaluation and include provision for an interim appointment.**

These figures were submitted to and approved by the Justice Directorate.

Net Cost	£248,091	Net Saving	£
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Source and amount of revenue/capital budget funding available:

Funding of £296,670 has been made available to the NCJA, via an increase in the criminal justice social work services monthly grant allocation. This will be transferred to Aberdeen City criminal justice social work services as part of Section 27 funding. This funding can be used for no other purpose.

Amount of external monies available within the current financial year:

Please see above

Amount of external monies available in total:

As above

- 7. If the recommendation(s) relate to additional staffing, outline and justify the proposed contractual status of the new employee(s) i.e. 'permanent' or fixed term?**

The proposal is that the posts are for an initial 51 week fixed term period pending the outcome of Scottish Government decisions in respect of future funding.

- 8. If the recommendation(s) are funded on a time-limited basis from an external source, what is the likelihood of the project continuing beyond the term of funding?**

The establishment of the Caledonian system represents a significant investment on the part of Scottish Government. It effectively targets the perpetrators of domestic abuse. Roll out of the programme will be undertaken by the Delivery Accreditation Group and is expected to cover all CJAs. It is likely therefore that funding will be made available in future years.

- 9. If the project is likely to continue beyond the term of funding, what steps are being considered in order to finance this extension?**

Please see above

- 10. In the case of fixed term contracts, state whether this contract is task or event related; outline the proposed exit strategy and detail how potential exit costs will be met.**

N/A

- 11. What accommodation and equipment considerations have been taken into account?**

Capital costs of £6,000 to cover furnishings, materials and equipment and revenue costs of £25,130 to cover administration, rent and 8% management fee in year one were included in the application.

- 12. HR Comment(s)**

- 13. Report Author Details**

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