

Budget Option 2019/20 – 2020/21

Cumulative Net Savings

Reference:	CYPS 2
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2018/19 £'000	2019/20 £'000	2020/21 £'000
	1,435	5,740

Director Responsible for Delivery	Strategic Director Children and Young People's Services
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Cabinet Portfolio Holder	Cllr Watson
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Finance Business Partner	Head of Finance – Children and Young People's Services
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Proposal Description	Children and Young People's Services, Early Help & Social Care Pathway
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Details of Proposal (including implications on service delivery)	<p>Building on the rapid improvements in Children's Services and the assurances from Ofsted in January 2018 that '<i>Services to children in need of help and protection are now good</i>' we are committed to build on our success and seek further efficient and effective ways of working to achieve positive outcomes for Children, young people and families.</p> <p>Our current ways of working with Children, young people and their families mean they can sometimes experience a number of changes of worker due to the way that the services are currently structured. This means that work sometimes takes longer to complete and this can contribute to high levels of demand in the service.</p> <p>Any changes to how services will operate in the future will be made in conjunction with staff, service users and partners, prior to any final changes being agreed.</p> <p>Any proposed changes made will look at improvements for service users as well as our staff.</p> <p>A number of agreed design principles have been agreed with heads of service, service managers and the service. These include:</p> <ul style="list-style-type: none"> • An integrated and seamless journey for the families, young people and children of Rotherham • Greater clarity of roles and responsibilities
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	<ul style="list-style-type: none"> • Always use a whole family approach to increase resilience and promote empowerment whilst ensuring a thorough understanding of risks is central to our assessments and plans • Retain the need for an integrated Multi Agency Safeguarding Hub (MASH) and a distinct Looked After Children’s Services(LAC)service • Get it right first time for families • Create a workforce that is sustainable, affordable, confident and flexible to manage demand • As few transfer points between different service as possible with a focus on stepping down statutory social work to Early Help Services and partners where appropriate and safe • Distribute the work across the Rotherham partnership and through collaboration with the wider children’s services and effective signposting • Provide an online offer for families where appropriate, so families can easily and quickly access the right support and information <p>It is proposed that the work to design the new pathway and the gradual changes required to support this will be complete during the Autumn of 2019. This will allow for changes within the service to be embedded and demand for social care to have decreased.</p> <p>The decrease in demand is integral to making the desired changes and to savings being achieved.</p> <p>Final proposals will require an adjustment to the directorate structures with further integration of services in order to support a new pathway and address any silo working or unnecessary transfer between services.</p> <p>Potential savings related to more efficient ways of working amount to 10.875% of the total 2018-19 staffing budget.</p> <p>This includes the potential savings from the introduction of the Customer and Digital offer.</p>
<p>Implications on other Services (identify which services and possible impact)</p>	<p>Information, Communication Technology (ICT) & Customer Services – to ensure that the digital and physical signposting is correct.</p> <p>A full Equalities Impact Assessment will be completed through consultation with all stakeholders as the detailed proposals are developed. The timeline will be agreed as part of the overall project transformation plan.</p>
<p>Support required from Corporate Services – Finance, HR, Legal, ICT (please specify)</p>	<p>Finance to support the team through the financial changes. (Human Resources) HR to support the team through the staff reduction process.</p>
<p>Reduction in Staffing</p>	<p>The final iteration will require an adjustment to the directorate structures in order to support the proposed new</p>

Posts (FTEs)	pathway Anticipated staffing reductions will be achieved through staff turnover and efficiencies.
Reduction in Head Count	To be confirmed once the initial design stages have been discussed with staff, partners and service users.

Decision Maker : Either Cabinet or Officer/Management Action	
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