

## BARNSELY METROPOLITAN BOROUGH COUNCIL

North Area Council Meeting:  
16<sup>th</sup> July 2018

Agenda Item: 5

Report of North Area Council  
Manager

### Youth Participation Support Worker – Recruitment Update

#### 1. Purpose of Report

- 1.1 This report provides the Area Council with an update on the youth participation support worker post.

#### 2. Recommendation

- 2.1. **Members should note the update regarding the proposed recruitment of a Young Peoples Participation Worker.**

#### 3. Background

- 3.0 At the September 2017 meeting the Area Council requested that the Area Council Manager and Senior Link Officer look into the feasibility of the North Area recruiting a Youth Participation Worker which would help to increase links with the local schools and increase the participation and social action involvement of young people across the area.
- 3.1 At the November 2017 meeting the North Area Council agreed to the recruitment of a Support Worker for young people at grade 4 FTE, however based on further discussions with the Early Intervention Service they have recommended that to fulfil the requirement of the Area Council the post would need additional skills. It is advised to devise a new role profile for a part time post at Grade 5/6. This would not require an increase in funding allocation but will require a longer lead in time.
- 3.2 This development process required the cooperation and support of HR colleagues because the proposed post would need to go to a panel for approval before a request to recruit is authorised. The Area Council was advised that if this new post is not permitted then it may be necessary to revert back to the grade 4 proposal.
- 3.3 Following further conversations with HR job design officers and the Youth Voice and Participation Operation Manager it was explained that if we pursued a new role profile at grade 5/6 this would cause issues of inconsistency for the existing service and could possibly result in conflict for appointed workers.

- 3.4 It was recommended that the Participation Worker for the North Area should take the form of two part time (18hr) grade 4 support workers. This could be achieved with in the funding agreed but increase the flexibility of the service offer whilst ensuring the safety of the workers who could double up for out of hours work.
- 3.5 This information was shared with the Area Chair and the Senior Link officer and subsequently a delegated report was prepared based upon the recommendation in 3.4, the unions were consulted and the delegated report was submitted to Organisational management.
- 3.6 On the 23<sup>rd</sup> April the Area Manager received notification that the creation of the posts had been approved and the organisational structure chart for Youth Voice and Participation Service has been amended.

#### **4. Current Position**

- 4.1. The posts were advertised between the 11<sup>th</sup> May and the 25<sup>th</sup> May. There were eight applicants, 5 of whom were invited to interview. 4 of the applicants attended the interview following which two were identified as preferred candidates.

#### **5. New steps**

- 5.1. At the time of writing the process of collating references and running DBS checks is underway. If all of the above are satisfactory then the applicants will be offered start date.
- 5.2. It is hoped that the officers will commence duties late July / early August and will be inducted and begin to familiarise themselves with the area before schools are back in September.
- 5.3. The officer will require some support from Ward Councillors and the Area Team to establish themselves in the area and enable them to link in with community based volunteering activities.

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**Date:**  
**29<sup>th</sup> June 2018**