

# BARNSLEY METROPOLITAN BOROUGH COUNCIL

## DELEGATED REPORT OF THE EXECUTIVE DIRECTOR PEOPLE

### Reducing Parental Conflict Workforce Development

#### 1. PURPOSE OF REPORT

- 1.1 This report is seeking permission to accept the funding to enable the workforce development strategy to be implemented.

#### 2. RECOMMENDATIONS

- 2.1 That the funding is accepted to enable the workforce development strategy to be implemented.

#### 3. INTRODUCTION

- 3.1 The Early Start and Families Service Family Centres have been awarded £40100 funding from the Department of Work and Pensions to deliver a programme of workforce development in relation to reducing parental conflict during the financial year 2019/20.

#### 4. PROPOSAL AND JUSTIFICATION

- 4.1 There are two strands to the funding stream offered by the department of work and pensions. These are two grant schemes:

- Strategic Leadership Support - £15000
- Practitioner Training - £25100

We propose to spend the total grant funding in the following ways:

- We are contributing £3000 to regional events to engage key stakeholders to outline the vision of the programme and encourage pledges of commitment to support the programme across all South Yorkshire local authorities.
- We will spend a proportion of the costs on a local event following our initial regional event to gain a strong understanding of our current responses to parental conflict across in particular the strengths and areas for development within our local authority area and confirm the key practitioners to target the RPC training towards.
- Identification of Reducing Parental Conflict Champions from across services to support the work being driven forward across agencies and to undertake the train the training element of the training grant and develop our sustainable approach to workforce development around reducing parental conflict.

- Complete the reducing parental conflict planning tool and develop a multiagency action plan within the Early Help Action plan with regular review periods to benchmark and track progress.
- Complete an online survey of practitioners in relation to their confidence, skills and knowledge in relation to effectively addressing parental conflict at pre and post implementation stages.
- Developing and implement our workforce development strategy including the planning and co-ordination of the training programme for practitioners including a train the trainer course to establish a sustainable offer.
- Developing our online offer in terms of awareness raising and signposting to services in relation to addressing parental conflict including enhancing our online early help toolkit for practitioners and information available through our family services directory raising the profile of the issue and the support available.

The total amount of practitioners trained would be as follows:

*Year One:*

- 20 train the trainers
- 120 practitioners having completed the 2 day programme
- 80 practitioners having completed the 1 day programme
- 12 practitioners having completed the e-learning programme

*Year Two:*

Potential practitioners trained via multiagency training programme in all four modules across year two (based upon running a minimum of eight cohorts across the financial year) = 160

We also anticipate that further practitioners will also be trained within their own service by their reducing parental conflict champion who has completed the train the trainer programme

We expect to achieve the following through the implementation of the project:

- Commitment from key strategic stakeholders at a regional and local level.
- Our approach to reducing parental conflict to be clearly outlined in our strategic plan – our Early Help Action Plan.
- A clear understanding of our local offer which is promoted widely across our local authority area.
- Identified Reducing Parental Conflict Champions from across services to support the work being driven forward across agencies and to undertake the train the training element of the training grant.
- An identifiable pathway of support for those children, young people and families experiencing parental conflict.
- Demonstration of increased skills, knowledge and confidence within our workforce.

- Improved outcomes for children, young people and families – measured by a reduction in the number of referrals to services and EHA's completed or improved timescales for resolution of difficulties due to parental conflict.

## **5. CONSIDERATION OF ALTERNATIVE APPROACHES**

- 5.1 The Council may choose to decline to accept the grant funding and not deliver the project outlined.

## **6. IMPLICATIONS FOR LOCAL PEOPLE/SERVICE USERS**

- 6.1 The project will provide an identifiable pathway of support for families experiencing parental conflict leading to improved outcomes for children, young people and families.

## **7. FINANCIAL IMPLICATIONS**

- 7.1 The financial implications of accepting the two grants awarded by the Department of Work and Pensions are summarised in the attached Appendix A.
- 7.2 The Strategic Leadership Support Grant (£15k) and the Practitioner Training Grant (£25k) will fund the implementation of the project as outlined within the main body of the report above, and in the funding bids. By utilising the train the trainer approach it is expected that the programme of training will be mainstreamed and embedded within the workforce development offer long after the project funding ends in 2020/21.

## **8. EMPLOYEE IMPLICATIONS**

- 8.1 There are no adverse employee implications. The funding will allow employees to access a programme of workforce development enhancing their knowledge and skills in reducing parental conflict.

## **9. COMMUNICATIONS IMPLICATIONS**

- 9.1 The service will engage with Corporate Communications to promote the workforce development programme.

## **10. CONSULTATIONS**

- 10.1 Finance has been consulted. There are no negative implications in relation to staffing. BMBC Legal services have been consulted on the terms and conditions of the grant.

## **11. THE CORPORATE PLAN AND THE COUNCIL'S PERFORMANCE MANAGEMENT FRAMEWORK**

- 11.1 The project supports the Council's strategic commitment to promoting Early Help and improving outcomes for children and young people by removing investing in the workforce to provide a positive response to reducing parental conflict which engages and supports families to problem solve and develop their own resilience.

## **12. PROMOTING EQUALITY, DIVERSITY AND SOCIAL INCLUSION**

- 12.1 The project will support the most vulnerable families to access support in relation to parental conflict. It will support equality of access and social inclusion for all families across the Borough by increasing the skills and knowledge of the workforce across a number of children, young people and adult services.

## **13. TACKLING THE IMPACT OF POVERTY**

- 13.1 The project aims to develop the workforce to respond appropriately and support families experiencing parental conflict. By empowering and enabling families to resolve this issue it is expected that this would in turn have a positive impact upon tackling the negative impacts of poverty on this group of children and families.

## **14. TACKLING HEALTH INEQUALITIES**

- 14.1 The project aims to develop the workforce to respond appropriately and support families experiencing parental conflict. By empowering and enabling families to resolve this issue it is expected that this would in turn have a positive impact upon tackling the health inequalities in particular mental health and wellbeing.

## **15. REDUCTION OF CRIME AND DISORDER**

- 15.1 Parental conflict can be a driver to domestic abuse and violence and therefore it is expected that by investing in our workforce enabling us to intervene early on in the name of the problem we can successfully impact upon conflict within families therefore potentially reducing the risk of future domestic abuse or violence.

## **16. RISK MANAGEMENT ISSUES**

- 16.1 None Identified

## **17. HEALTH, SAFETY AND EMERGENCY RESILIENCE ISSUES**

- 17.1 None identified

## **18. COMPATIBILITY WITH THE EUROPEAN CONVENTION ON HUMAN RIGHTS**

- 18.1 The bid is conducive and supportive of the European Convention on Human Rights.

## **19. LIST OF APPENDICES**

Appendix A: Financial Implications

## **20. BACKGROUND PAPERS**

Bid documentation

If you would like to inspect background papers for this report, please email [governance@barnsley.gov.uk](mailto:governance@barnsley.gov.uk) so that appropriate arrangements can be made

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