

**The EIG Review of the impact of the introduction of the Early Intervention Grant - Update report and expansion of scope**

**Summary**

Members are asked to consider a proposal by the EIG Review team to expand the scope of the EIG Review-Early Years workstream to include 130 additional employees from within the Children's School and Complex Needs (CSCN) Service in order to facilitate integration of the restructured early years services into the CSCN Service.

Members are also asked to consider progress in the 12 week public consultation on proposed changes to the Early Years Services.

**Detail**

1. The scope for The EIG Review of the impact of the introduction of the Early Intervention Grant (The EIG Review) was agreed at CYP Committee on 9th March 2011. The review, which is a Task and Finish review within the Council's EIT programme, is working to meet the challenge of re-designing and implementing changes to the services covered by EIG funding. The review aims to make the most of the freedoms and flexibilities arising from the removal of the ring-fence from EIG funding whilst also meeting the challenge of the 25% cut in annual funding. The review was established with 3 work-streams:
  - a. Early Years
  - b. Integrated Youth Services
  - c. "Other" EIG related services and back office support
2. Since March 2011 CYP Select Committee has overseen the implementation of revised structures and arrangements in the Integrated Youth Support Service and the Other EIG related services and back office support functions. The work in these workstreams was considered at Committee meetings on 9<sup>th</sup> March and 9<sup>th</sup> and 29<sup>th</sup> June 2011 and is fully complete. Committee has also considered a range of outline proposals for early years services and reviewed the proposals and consultation plan prior to the start of the public consultation at its meeting on 29<sup>th</sup> June 2011.
3. The purpose of this report is to provide an update on the work in the early years workstream and specifically to review the issue of an expansion of the scope of the review which is necessary to deliver the optimal structural arrangements for the early years services in the future.
4. It was always clear that the early years workstream would take the longest to complete and therefore would be reported in the final phase of the review. The EIG funding reduction came into effect on 1 April 2011

and it was therefore necessary to make savings as quickly as possible to address the shortfall. There is a statutory requirement to hold a substantial public consultation on any proposed changes to early years services and therefore a decision was taken to prioritise the other two workstreams in order to secure some savings as early as possible. Whilst running the public consultation on early years proposals. An update on the public consultation is set out in paragraphs 14-17 below.

5. The initial scope of the early years strand of the review included 181 staff and an annual expenditure of £7.3m relating to a range of early years services managed across 4 services in CESC. The functions include:
  - a. The operation of the 11 Children's Centres across the Borough
  - b. The family advice and guidance service
  - c. The early years learning support team
  - d. The early years strategy team
  - e. The childcare sufficiency and support services
  
6. The review team have been analysing the work of these teams and have been looking at possible delivery models and staffing structures which can support whatever ultimately arises from the public consultation about frontline services. The team propose that the optimal operating model for the service going forward would be for all early years services to be brought together under one Head of Services and have further concluded that the most benefits arise from combining these services within the CSCN service. It is the view of the team that these services would best be integrated within a range of teams currently in the CSCN service and therefore because the new combined services would create new structures the staff currently working in the affected CSCN teams need to be brought within the scope of the review in order for the impact on their roles to be fully considered and for all staff to have an equal chance of being considered for any new posts.
  
7. It is considered that the impact on the Children with Additional Needs, 14-19 Commissioning, School Place Planning and School Admissions teams are so great that all the staff in these teams need to be brought into the review to allow for full integration of the services to be implemented.
  
8. The following examples illustrate the types of benefits which may arise from integrating the early years services within CSCN:
  - a. combining work on the gathering and analysis of data about pre-school children with the data used for school place planning and primary school admissions.
  - b. The closer working between the Early Support Nursery in CAN and the early years service.
  - c. The combining of commissioning skills from the early years and 14-19 commissioning teams
  
9. The impact of including these teams within the review is to include an additional 130 employees whose roles will now be reviewed here rather than in the School Effectiveness review which is about to begin.
  
10. The proposal to include the early years services in CSCN rather than to group the services in Children and Young People's Services where the majority of early years staff are currently managed reflects the view of the Project Board that:

- a. There are greater synergies between the current services in CSCN and the Early Years services than in CYOPS. The Early Years service is vital in ensuring that families and all pre-school children are offered the best start in life. Child development, in the broadest sense will be supported so that all children reach school age ready to take advantage of the opportunities available to them.
  - b. It is the view of the Project Board that the Field, Allen and Tickell reviews are right to identify the Foundation Years (from 0 – 5yrs) as a priority and recognise that they require the same status as the later years in childhood. The vision of the Project Board is that Stockton will adopt a 0-18yr model for childhood development and learning and that the Foundation Years will be identified within this in the same way as school phases.
  - c. A seamless transition from the “Early Years” phase into the “School” phase can best be achieved in CSCN.
  - d. Young Children would be better served were there stronger links between Early Years and the Complex and Additional Needs team, optimising the interface that already exists with Health.
11. In addition it is the view of the review team that the some of the work of the Home Visiting teams will be transferred out of the Early Years Service into the Children’s and Young People’s Operational Service (CYOPS). The home visiting service already works closely with the Children’s Social Care Service and carries out vital early intervention, preventative work with families. It is the view of the Board that these aspects of the work can be better co-ordinated, and delivered as part of the targeted social care service
12. The home visiting service will still be reviewed as part of the EIG Review in order to establish the extent to which some of the work is associated with promoting and supporting the work of Children’s Centres. To the extent that the work is associated with preventative early intervention work with families the employees and responsibilities will be passed to CYOPS and the integration of their work within the service will form part of the imminent EIT Gateway review of Children’s Social Care. The scope of that review will include a review of the remit of the service and particularly the early intervention, targeted preventative work. The work of Family Support Workers and Home visitors will be reviewed as part of a fundamental look at the outward facing, preventative aspect of the Service.
13. Work will continue throughout October to establish the detail of the staffing structures within the parameters set out in paragraphs 6-12 above. Detailed proposals will then be brought back to committee at the next scheduled meeting on 26<sup>th</sup> October 2011. This is in line with the original timescales and supports a final report to Cabinet on 3<sup>rd</sup> Nov 2011 and the start of formal detailed consultation with employees on structures from the second week in November 2011.

#### **Public Consultation – Update**

14. It is encouraging to note that there has been a positive response to the public consultation. To date we have received 565 completed questionnaires. The consultation has also generated a huge amount of

valuable qualitative data which will be useful in forming the final proposals for the future of the service.

15. A full report on all consultation activities and outcomes will be provided for the 26<sup>th</sup> October meeting but the team can confirm that all statutory guidance has been met in terms of the scale and breadth of consultation.
16. The response rate already achieved from the key population (i.e. families with pre-school children) ensures that we can have a 5% confidence interval on the results we have obtained. We are also pleased that the geographical spread of responses from around the Borough gives a good range of views and the response rates from families in target areas who do not currently use Children's Centres has been particularly positive.
17. The 12 week consultation runs to 7<sup>th</sup> October 2011 and a full analysis will be undertaken at that point. A full report on the outcome of the public consultation will be brought to committee on 26<sup>th</sup> October 2011 and will form part of the evidence to support the final proposals.

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