

Report

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| Report to: | Social Work Resources Committee |
| Date of Meeting: | 2 June 2021 |
| Report by: | Director, Health and Social Care Partnership Executive Director (Education Resources) Executive Director (Finance and Corporate Resources) |

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| Subject: | Additional Counselling Post |
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ advise the Committee of the funding secured through the mental health and wellbeing grant from Scottish Government to fund an additional counselling post to be aligned to our family support services

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the importance of building capacity within the family support model by providing additional therapeutic counselling is noted; and
- (2) that one FTE Counsellor post be added to the establishment for 23 months as detailed below.

3. Background

- 3.1. The Care Review carried out an independent, root and branch review of Scotland's care system during 2017 – 2020. The review concluded in March 2020 and produced an ambitious vision entitled The Promise.
- 3.2. The Promise has been developed around five foundations, voice; family; care; people and scaffolding and these must be at the heart of how Scotland thinks, plans, and prioritises for its children and families. The review concludes that transformation can only be made, by understanding the full extent of what it means to experience care and placing love at the heart of the system.
- 3.3. The Promise received cross party support and herald as being the start of a journey to bring about transformational changes to the lives of care experienced children, young people and families. The Promise advocates that more children and young people should be supported to remain with their families where there is love and it is safe. The Promise alludes to that highly skilled, strengths-based family support which offers flexibility and accessibility, with a high focus on improving relationships when families need it, to enable more young people to remain at home where it is safe to do so.

- 3.4. Children & Justice services are currently reviewing how we can meet this challenge to support even more of our most distressed young people stay within their communities. We are currently in the early stages of redesigning our family-based support services as our renewed approach to strengthening families. As part of our proposal we are currently looking at the re-introduction of family group conferencing to South Lanarkshire as a strengths based, and highly participative model of helping the family network develop a family plan, detailing ways how the family network can reduce risk and keep children safe.
- 3.5. We are currently rethinking how we and key partners can then offer the support that families need, and how the network of support will resource the family plan. We are looking to align a dedicated therapeutic counsellor to the new model so that staff and families have access to therapeutic support and supervision.
- 3.6. Aligning therapeutic input to the family support model will enhance the team's ability to understand and work alongside families differently and support a family's ability to overcome issues they face, helping families and children to recover from those adverse experiences.

4. Employee Implications

- 4.1. This need will be met by adding the following post to the Social Work establishment for a fixed term of 23 months as detailed below:

| Post | Proposed Number of Posts (FTE) | Grade | SCP Range | Hourly Rate | Annual Salary | Gross Cost inc on costs 30.3% |
|------------|--------------------------------|-----------------|-----------|-----------------|-------------------|-------------------------------|
| Counsellor | 1 | Grade 3 Level 4 | 72 - 74 | £20.61 - £21.25 | £37,611 - £38,779 | £49,007 - £50,529 |

- 4.2. The grade for the post has been determined using the Council's Job Evaluation scheme.

5. Financial Implications

- 5.1. The annual cost is £50,529 with cost being incurred as follows based on a 1 October 2021 start date: 2021/22 - £25,265, 2022/23 - £50,529, 2023/24 - £21,054 and will be met from the Mental Health & Wellbeing funding. South Lanarkshire Council has received a share of the national £15M in 2021-22, with the expectation, within the constraints of the annual spending review process, that funding will continue.

6. Climate Change, Sustainability and Environmental Implications

- 6.1. There are no implications for climate change, sustainability, or the environment in terms of the information contained in this report.

7. Other Implications

- 7.1. There are no issues in terms of risk associated with this report.
- 7.2. There are no sustainable development issues associated with this report.
- 7.3. There are no other issues associated with this report.

8. Equality Impact Assessment and Consultation Arrangements

- 8.1. This report does not introduce a new policy or procedure and there is no requirement to undertake an equality impact assessment.

Val de Souza
Director, Health and Social Care

Tony McDaid
Executive Director (Education Resources)

Paul Manning
Executive Director (Finance and Corporate Resources)

14 May 2021

Link(s) to Council Values/Ambitions/Objectives

- ◆ focused on people and their needs
- ◆ working with and respecting others
- ◆ deliver on better health and social care outcomes for all
- ◆ encourage participation in physical and cultural activities
- ◆ improve achievement, raise educational attainment and support lifelong learning

Previous References

- ◆ none

List of Background Papers

- ◆ none

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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