



Author/Lead Officer of Report: *(Insert name and job title of officer)*

Tel: 0114 2736976

Report of: *Jayne Ludlam*

Report to: *Cabinet*

Date of Decision: *18th October 2017*

Subject: *Step Up to Social Work Programme Cohort 5*

Is this a Key Decision? If Yes, reason Key Decision:-	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
- Expenditure and/or savings over £500,000		<input checked="" type="checkbox"/>		
- Affects 2 or more Wards		<input type="checkbox"/>		
Which Cabinet Member Portfolio does this relate to? <i>People Portfolio</i>				
Which Scrutiny and Policy Development Committee does this relate to? <i>Children, Young People and Family Support</i>				
Has an Equality Impact Assessment (EIA) been undertaken?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
If YES, what EIA reference number has it been given? <i>EIA1244</i>				
Does the report contain confidential or exempt information?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
If YES, give details as to whether the exemption applies to the full report / part of the report and/or appendices and complete below:-				
Appendix One is not for publication by virtue of Regulation 20(2) Local Authorities (Executive Arrangements) (Meeting and Access to Information) (England) Regulations 2012 because, in the opinion of the proper officer, it contains exempt information under Paragraph 3 of Schedule 12A of the Local Government Act 1972 (as amended) and the public interest in maintaining the exemption outweighs the public interest in disclosing the information."				

Purpose of Report:

The Step Up to Social Work programme is a Department for Education wholly funded initiative to promote people to change or start their careers in children and families social work by funding a 14 month degree in social work. Sheffield City Council is the lead authority for the Yorkshire and Humberside Regional Partnership (the Partnership) which consists of 10 local authorities. This programme started in 2010 and this report updates Cabinet on the progress of the programme whereby Sheffield City Council acts as a lead authority for the Partnership and administers the external funding on its behalf. The report seeks approval for a number of agreements to facilitate the continuation of the programme.

The Step Up to Social Work programme is a national initiative which is wholly funded by the Department for Education by way of a grant. This funding includes a bursary payment for each successful student on the degree programme, funding of the University course, funding for training and supervision of each student whilst they are placed in their host authority across the region and administration of funding by the lead authority.

The programme has been running since 2010 and has flagship status both regionally and nationally. The Yorkshire and Humberside Regional Partnership is the largest of the 22 national partnerships participating in the Step up to Social Work programme. This initiative has produced 158 high calibre graduates since its initiation and 98% of these graduates have been successful in gaining employment as social workers in authorities across this region. This initiative has proven to be highly successful in resolving recruitment difficulties in social work in children and families.

This year the DfE have approved funding for the Yorkshire and Humberside region to host 37 students which means that external funding awarded will be £1.3m for the 14 month programme which will start in January 2018. Admissions recruitment is taking place in June/July 2017. Sheffield is the lead authority and acts as the broker for the grant funding with the responsibility of distribution of funding to each authority as directed by the Department of Education and oversees the success of the programme. Sheffield City Council is also supporting the recruitment process for the new West Yorkshire and North Yorkshire regional partnership consisting of 4 local authorities: Leeds City Council, Bradford MBC, North Yorkshire County Council and Wakefield Council.

The 10 local authorities in the Partnership include: Barnsley MBC, Doncaster Children's Services Trust, Calderdale County Council, East Riding of Yorkshire Council, Hull City Council, North Lincolnshire Council, North East Lincolnshire Council, Rotherham MBC, City of York Council and Sheffield. Letters of Commitment from all these authorities were received at the point of submitting the bid and Inter Authority Contracts have been prepared in accordance with the DfE template. The Grant Offer Letter from the Department for Education was received on 15 June 2017. Salford University has been procured to deliver the 14 month post graduate degree programme and the relevant extension to the contract terms have now been agreed (Appendix 1). The grant will be paid on a monthly basis and any underspend on funding as at March 2019 will be repaid to the DfE.

Recommendations:

Cabinet is recommended to:

- (a) note the contents of this report;
- (b) note that the Council has entered into the Grant Funding Agreement for the Step Up To Social Work Programme as the lead authority for the Yorkshire and Humberside Regional Partnership;
- (c) approve that Inter Authority Contracts between the authorities of the Partnership, which have been agreed in principle, are now executed;
- (d) approve that the Council enters into an extension of contract with Salford University for Cohort 5; and
- (e) delegate authority to administer the DfE funding awarded to the Partnership to Sheffield City Council Assistant Director of Children and Families Fieldwork Services.

Background Papers:

Salford University Extension to Contract (Appendix 1)

Lead Officer to complete:-		
1	I have consulted the relevant departments in respect of any relevant implications indicated on the Statutory and Council Policy Checklist, and comments have been incorporated / additional forms completed / EIA completed, where required.	Finance: <i>Sonya Oates</i>
		Legal: <i>Tim Hoskin</i>
		Equalities: <i>Bashir Khan</i>
<i>Legal, financial/commercial and equalities implications must be included within the report and the name of the officer consulted must be included above.</i>		
2	EMT member who approved submission:	<i>Jayne Ludlam</i>
3	Cabinet Member consulted:	<i>Councillor Jackie Drayton</i>
4	I confirm that all necessary approval has been obtained in respect of the implications indicated on the Statutory and Council Policy Checklist and that the report has been approved for submission to the Decision Maker by the EMT member indicated at 2. In addition, any additional forms have been completed and signed off as required at 1.	
	Lead Officer Name: <i>Dorothy Smith</i>	Job Title: <i>Senior Manager Workforce Development Team</i>
	Date: <i>5th September 2017</i>	

1. PROPOSAL

- 1.1 The Step Up to Social Work programme is a DfE initiative which is grant funded to encourage the general public to either start or change their career into social work.
- 1.2 The national initiative is aimed at resolving recruitment and retention of social workers and as a means of training existing graduates to become high calibre social workers.
- 1.3 Sheffield City Council has been the lead authority for the Yorkshire and Humberside Step up to Social Work Regional Partnership since 2010. The number of places hosted by the authorities within the Partnership is 37 and therefore the amount of funding to be received exceeds £1.3m.
- 1.4 The region has been successful in its bid for funding to support the future cohort of 37 students within 10 local authorities to graduate as Children and Families social workers.

2. HOW DOES THIS DECISION CONTRIBUTE?

- 2.1 This fast track 14 month programme produces high calibre social work graduates who are able to gain employment into frontline child protection work. Evidence shows that Step up graduates progress through their first year in social work at a faster pace than other graduates due to the intensity of the training they receive on the Step up programme.
- 2.2 The programme is highly successful on a national level, so much so that the national demand for places has superseded the number that the DfE can fund. As a consequence, the number of places allocated to each regional partnership has reduced from previous cohorts.
- 2.3 This partnership values service user engagement and the recruitment admissions process includes interviews by foster carers and young people who have been fully trained by officers in Sheffield City Council. We have now extended this training to the new partnership hosted by Leeds City Council. Service users are part of the process from student admissions up to gaining a job as a social worker and beyond into management. Service users enjoy this process as they feel included in the social worker journey and career pathway.
- 2.4 Foster carers use this process for their development portfolios and young people use their experiences for their CV's and to develop confidence. Many young people have been assisted in gaining employment and/or travel opportunities as a result of this experience.

3. HAS THERE BEEN ANY CONSULTATION?

The Step up to Social Work programme is a national initiative which has been fully consulted and has been running since 2010. The DfE website

explains the detail of the programme and the entry requirements. The programme was advertised locally and regionally and FAQ were provided. An EIA has been completed.

4. RISK ANALYSIS AND IMPLICATIONS OF THE DECISION

4.1 Equality of Opportunity Implications

4.1.1 Decisions need to take into account the requirements of the Public Sector Equality Duty contained in Section 149 of the Equality Act 2010. This is the duty to have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

4.1.2 The Equality Act 2010 identifies the following groups as a protected characteristic: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation.

4.1.3 An Equality Impact Assessment has been carried out and highlights that the training programme will increase the supply of high standard social workers across the Yorkshire and Humberside region.

4.2 Financial and Commercial Implications

4.2.1 There are no financial implications to Sheffield City Council to engage in this programme. However, all funding must be spent and accounted for by the end of the financial year in 2019; any underspend must be repaid to the DfE.

4.2.2 The value of the DfE grant is £1.3 million. It will be paid in equal instalments and must be spent by the end of March 2019. Any unspent grant will be repaid back to the DfE. Failure to comply with the terms and conditions of the grant will mean that all or part of the grant will have to be repaid. The latest grant agreement terms and conditions for the grant have been received and there are no material changes from previous years funding allocations.

4.3 Legal Implications

4.3.1 Sheffield, on behalf of the Partnership has procured Salford University to deliver the post graduate programme. DfE funding includes payment for the procurement of an HEI.

4.3.2 Procurement has been carried out in accordance with Sheffield City Council Contract Standing Orders and the Contract Award approval was signed off at the end of 2014 to allow for the bidding process with the DfE. The contract itself has been awarded to Salford University with the option of an extension should a further cohort be agreed. The extension has been activated and a contract waiver been completed by procurement in December 2016 and signed by Sheffield City Council.

4.3.3 The purpose of the Inter Authority Contracts is to safeguard the relationships between the local authorities within the Partnership and to support the role of Sheffield City Council as the lead authority, with the responsibility for entering into a number of contracts on behalf of the Partnership. These contracts are not legally binding between the parties until they are executed.

4.4 Other Implications

There are no other implications.

5. ALTERNATIVE OPTIONS CONSIDERED

5.1 Sheffield City Council has been the lead authority for the Step up to Social Work programme since its inception at a pilot stage in 2010. The Regional Partnership is the largest in the country and is highly praised by the DfE for its success. The DfE looks upon Sheffield for expert guidance and we are currently providing support and advice to the new West Yorkshire and North Yorkshire Regional Partnership.

5.2 Sheffield City Council has been invited to join a DfE advisory group of research into the retention and progression of social work graduates from the Step Up to Social Work and Frontline.

5.3 Sheffield City Council wishes to continue to act as the lead authority for Step up to Social Work within the Yorkshire and Humberside region as it raises the profile of the authority not only for the workforce across the region but nationally.

5.4 Sheffield City Council continues to be the lead authority for the trailblazer Teaching Partnership for the South Yorkshire region providing expert advice for new Teaching Partnerships. The South Yorkshire Teaching Partnership allows Sheffield City Council to contribute nationally to the future and raising of standards of social work education which includes Step up to Social Work and the future Social Work Apprenticeship degree programme.

6. REASONS FOR RECOMMENDATIONS

6.1 The Step Up to Social Work programme is a national initiative which is wholly funded by the Department for Education by way of a grant. This funding includes a bursary payment for each successful student on the degree programme, funding of the University course, funding for training

and supervision of each student whilst they are placed in their host authority across the region and administration of funding by the lead authority.

- 6.2 The programme has been running since 2010 and has flagship status both regionally and nationally. The Yorkshire and Humberside Regional Partnership is the largest of the 22 national partnerships participating in the Step up to Social Work programme. This initiative has produced 158 high calibre graduates since its initiation and 98% of these graduates have been successful in gaining employment as social workers in authorities across this region. This initiative has proven to be highly successful in resolving recruitment difficulties in social work in children and families and raising standards in social work education.
- 6.3 This year the DfE have approved funding for the Yorkshire and Humberside region to host 37 students which means that external funding awarded will be £1.3m for the 14 month programme which will start in January 2018. Admissions recruitment takes place in June/July 2017. Sheffield is the lead authority and acts as the broker for the grant funding with the responsibility of distribution of funding to each authority as directed by the Department of Education and oversees the success of the programme.
- 6.4 The 10 local authorities in the Partnership include: Barnsley MBC, Doncaster Children's Services Trust, Calderdale County Council, East Riding of Yorkshire Council, Hull City Council, North Lincolnshire Council, North East Lincolnshire Council, Rotherham MBC, City of York Council and Sheffield. Letters of Commitment from all these authorities were received at the point of submitting the bid and Inter Authority Contracts have been prepared in accordance with the DfE template. The Grant Offer Letter from the Department for Education was received on 15 June 2017. Salford University were procured to deliver the 14 month post graduate degree programme for Cohort 4 with an agreed extension for Cohort 5 and the relevant contract terms have been agreed (Appendix 1). The grant will be paid on a monthly basis and any underspend on funding as at March 2019 will be repaid to the DfE.

7. REASONS FOR EXEMPTION

Appendix 1 to this report contains exempt information under paragraph 3 of Schedule 12A of the Local Government Act 1972 (as amended) i.e. it contains information relating to the financial or business affairs of the Salford University and of the Council. In considering this exemption the proper officer has decided that in all the circumstances of the case the public interest in maintaining the exemption outweighs the public interest in disclosing the information

8. RECOMMENDATIONS

Cabinet is recommended to:

- (a) note the contents of this report;
- (b) note that the Council has entered into the Grant Funding Agreement for the Step Up To Social Work Programme as the lead authority for the Yorkshire and Humberside Regional Partnership;
- (c) approve that Inter Authority Contracts between the authorities of the Partnership, which have been agreed in principle, are now executed;
- (d) approve that the Council enters into an extension of contract with Salford University for Cohort 5; and
- (e) delegate authority to administer the DfE funding awarded to the Partnership to Sheffield City Council Assistant Director of Children and Families Fieldwork Services.

This page is intentionally left blank