

Report to: ECM People Services - Children's

Date: 8th April

Report of: Bernie Brown, Director of People

Report No: PS225

Contact Officer: Adrian Crook

Tele No:

Report Title: **Bolton Family - Restorative Training Package**

Non Confidential: This report does **not** contain information which warrants its consideration in the absence of the press or members of the public

Purpose: To deliver restorative training practice across Children's Services as part of the Greater Manchester Scale and Spread programme funded by the DFE where Bolton will be implementing the Bolton Family programme

Recommendations: The Executive Member is requested to

- Waive standing orders in line with Council standing orders relating to contracts section 5.
- Delegate to the Director, Deputy or Assistant Direct powers to let the contract for a period of 2 years.
- Authorise the Borough Solicitor to carry out any necessary legal formalities.

Decision:

Background Doc(s):

(for use on Exec Rep)

Signed:

Leader / Executive Member

Monitoring Officer

Date:

Summary:

*(on its own page
with background docs)*

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1 Introduction

- 1.1 The Department for Education has awarded £5.72m to Greater Manchester (GM) to scale and spread tried and tested innovation across the ten authorities over the next two years. The grant is focused on innovations that improve outcomes for vulnerable adolescents on the edge of care; and better support families with complex lives.
- 1.2 The innovation programmes involve new practice (e.g. ACT), service models (e.g. Strengthening Families) or system change (e.g. Stockport Families) that transform mainstream ways of doing things. It aims to deliver better, different outcomes using new resources, or existing resources in new ways.
- 1.3 Each locality has been able to identify an innovation best suited to their locality and system. Bolton has chosen the System Change model and will be implementing the Bolton Family based on the Stockport Families model.
- 1.4 Oldham, Tameside and Bury will also implement this innovation programme.
- 1.5 The Stockport Family approach is underpinned by restorative practice, helping families to deal with conflict and challenge and repair relationships and includes an integrated service for children and families delivered through multi-agency, co-located, locality-based teams with access to a range of specialist borough-wide services.
- 1.6 To deliver this, Stockport have structured their early help, health and social care workforce around three locality areas and the early help offer has been designed around the local school system - 'the team around' approach.
- 1.7 The 'team around' the school / early years reflects the Stockport Family broader principles. It involves bringing a dedicated early help workforce into school settings in order to improve coordinated and accessible support to struggling families at an early stage, manage concerns locally and reduce referrals (eg to the MASSH).
- 1.8 The similarities with Bolton's ambition are evident and involvement in this innovation programme will assist Bolton in moving further faster and as innovation grants are available, not having to finance our development programme completely from our own resources.

2 Restorative Practice training provision

- 2.1 Restorative practice underpins the whole approach and involves having a different approach that seeks to repair relationships that have been damaged by bringing about a sense of remorse and restorative actions that repair relationship.
- 2.2 It requires both different approaches and different conversations, not only between families but also between professionals and those families and between professionals themselves.
- 2.3 To embed this new way of working Stockport carried a comprehensive training and development programme across the whole system and all of its workforce using a training provider called L30 relational systems. The provision of this training has been evaluated and found to be very effective.
- 2.4 Bolton Council received its grant allocation of £500,000 for this programme on 4th March and there is a need to move at pace to start to deliver this innovation programme.
- 2.5 As restorative practice underpins the whole programme the provision of system wide restorative practice training is necessary for the programme to start and needs to be secured with some urgency.

- 2.6 L30 relational systems is available to deliver the programme and has been evaluated in a previous tender exercise by the STAR procurement team (Stockport, Trafford, Tameside and Rochdale) and found to be high quality and cost effective, therefore a waiver is requested in line with standing orders relating to contracts section 5 to contract with this provider and start the training promptly.
- 2.7 This will not only ensure prompt delivery of the training and start of the programme but use of a consistent training provider will support further collaboration between Oldham, Tameside and Bury and enable ongoing shared learning from Stockport.

3 Financial Implications

- 3.1 The cost of this training and contract value over a 2-year period will be no more than £200,000.
- 3.2 Bolton Council received a grant allocation of £500,000 for this programme which will be paid in line with the terms of the grant agreement and part used to fund this training programme.

4 Vision Priorities

- 4.1 Provision of this training will assist Bolton in its vision to
- Give our children the best possible start in life, so that they have every chance to succeed and be happy
 - Protect the most vulnerable in our society
 - Build on the strengths and assets which already exist – starting all of our discussions with “what can we support you to do?” rather than “what can we do for you?”.

5 Equality Impact Assessment

- 5.1 Under the Equality Act 2010, the council must have due regard to:
- Eliminating unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act
 - Advancing equality of opportunity between people who share a protected characteristic and people who do not share it
 - Fostering good relations between people who share a protected characteristic and people who do not share it.

It is therefore important to consider how the proposals may positively or negatively affect this work. To support this analysis, an Equality Impact Assessment (EIA) has been carried out and is attached as Appendix 1.

The EIA looks at the anticipated impacts of the proposal on people from Bolton’s communities, and whether any group (or groups) is likely to be directly or indirectly differentially affected.

It is anticipated that there will be no adverse impact on any groups, but there is likely to be positive impacts.

The equality considerations are set out in more detail in the full Equality Impact Assessment document.

6 Recommendations

- 6.1 The Executive Member is requested to
- Waive standing orders in line with Council standing orders relating to contracts section 5.

- Delegate to the Director, Deputy or Assistant Direct powers to let the contract for a period of 2 years.
- Authorise the Borough Solicitor to carry out any necessary legal formalities.

Equality Impact Assessment

Title of report or proposal:
Bolton Family – Restorative Training Package

Department:	Department of People Services
Section:	Commissioning and Integration
Date:	8 th April 2019

Public sector bodies need to be able to evidence that they have given due regard to the impact and potential impact on all people with 'protected characteristics' in shaping policy, in delivering services, and in relation to their own employees.

Under the Equality Act 2010, the council has a general duty to have **due regard** to the need to:

1. **eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited by the Act;
2. **advance equality of opportunity** between people who share a protected characteristic and people who do not share it; and
3. **foster good relations** between people who share a protected characteristic and people who do not share it.

By completing the following questions the three parts of the equality duty will be consciously considered as part of the decision-making process.

Details of the outcome of the Equality Impact Assessment must also be included in the main body of the report.

1. Describe in summary the aims, objectives and purpose of the proposal, including desired outcomes.

The Department for Education has awarded £5.72m to Greater Manchester, to implement tried and tested innovation programmes across the ten authorities over the next two years. Each locality has been able to identify an innovation best suited to their locality and system.

Bolton has chosen the System Change model and will be implementing the Bolton Family based on the Stockport Families model. Three other authorities will also implement this innovation programme. This approach is underpinned by restorative practice which seeks to repair relationships that have been damaged by bringing about a sense of remorse and restorative actions to repair relationships.

The provision of system wide restorative practice training is necessary for the programme to start. This training package was delivered in Stockport by a provider which has been evaluated by their procurement team to be high quality and cost effective.

Bolton Council received its grant allocation for this programme at the beginning of March and there is a need to move at pace to start to deliver this programme. This report seeks to waive standing orders in line with council standing orders relating to contracts section 5, to ensure prompt delivery of the training and start of the programme.

2. Is this a new policy / function / service or review of existing one?

This is an innovation programme which will require a new training package delivered by a provider.

3. Who are the main stakeholders in relation to the proposal?

The main stakeholders in relation to this proposal are;

- Bolton families who may benefit from this Bolton Family Innovation Programme
- Workforce who will receive the restorative practice training

4. In summary, what are the anticipated (positive or negative) impacts of the proposal?

The positive impact of the Bolton Family innovation programme will be that it seeks to repair relationships that have been damaged and to provide accessible support to struggling families at an early stage, to manage concerns and reduce referrals. Use of the proposed training provider to deliver the necessary training will support further collaboration between other authorities who are / will be using this same provider and enable ongoing shared learning. This training has been evaluated as being high quality and cost effective.

There are no negative impacts anticipated.

5. What, if any, cumulative impact could the proposal have?

None.

6. With regard to the stakeholders identified above and the diversity groups set out below:

Consider:

- How to avoid, reduce or minimise negative impact (if you identify unlawful discrimination, including victimisation and harassment, you must stop the action and take advice immediately).
- How to **advance equality of opportunity**. This means considering the need to:
 - Remove or minimise disadvantages suffered by people with protected characteristics due to having that characteristic.
 - Take steps to meet the needs of people with protected characteristics that are different from people who do not have that characteristic
 - Encourage protected groups to participate in public life and in any other activity where participation is disproportionately low
- How to **foster good relations**. This means considering the need to:
 - Tackle prejudice; and
 - promote understanding between people who share a protected characteristic and others.

	Is there any potential for (positive or negative) differential impact? Could this lead to adverse impact and if so what? List any adverse impacts identified from data or engagement.	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group, or for any other reason? Please state why	Please detail what actions you will take to remedy any identified adverse impact i.e. actions to eliminate discrimination, advance equality of opportunity and foster good relations
Race (this includes ethnic or national origins, colour or nationality, and caste, and includes refugees and migrants; and gypsies and travellers)	No differential impact identified.	N/A	None, positive impacts expected.

	Is there any potential for (positive or negative) differential impact? Could this lead to adverse impact and if so what? List any adverse impacts identified from data or engagement.	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group, or for any other reason? Please state why	Please detail what actions you will take to remedy any identified adverse impact i.e. actions to eliminate discrimination, advance equality of opportunity and foster good relations
Religion or belief (this includes any religion with a clear structure and belief system. Belief means any religious or philosophical belief. The Act also covers lack of religion or belief)	See comments under Race.	See comments under Race.	See comments under Race.
Disability (a person is disabled if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities)	See comments under Race.	See comments under Race.	See comments under Race.
Sex / Gender	See comments under Race.	See comments under Race.	See comments under Race.
Gender reassignment / Gender identity (a person who's deeply felt and individual experience of gender may not correspond to the sex assigned to them at birth, they may or may not propose to, start or complete a process to change their gender. A person does not need to be under medical supervision to be protected)	See comments under Race.	See comments under Race.	See comments under Race.
Age (people of all ages)	See comments under Race.	See comments under Race.	See comments under Race.

	Is there any potential for (positive or negative) differential impact? Could this lead to adverse impact and if so what? List any adverse impacts identified from data or engagement.	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group, or for any other reason? Please state why	Please detail what actions you will take to remedy any identified adverse impact i.e. actions to eliminate discrimination, advance equality of opportunity and foster good relations
Sexual orientation - people who are lesbian, gay and bisexual.	See comments under Race.	See comments under Race.	See comments under Race.
Marriage and civil partnership (Only in relation to due regard to the need to eliminate discrimination)	See comments under Race.	See comments under Race.	See comments under Race.
Caring status (including pregnancy & maternity)	See comments under Race.	See comments under Race.	See comments under Race.
Socio-economic	See comments under Race.	See comments under Race.	See comments under Race.
Other comments or issues.			
Please provide a list of the evidence used to inform this EIA, such as the results of consultation or other engagement, service take-up,			

	<p>Is there any potential for (positive or negative) differential impact? Could this lead to adverse impact and if so what?</p> <p>List any adverse impacts identified from data or engagement.</p>	<p>Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group, or for any other reason? Please state why</p>	<p>Please detail what actions you will take to remedy any identified adverse impact i.e. actions to eliminate discrimination, advance equality of opportunity and foster good relations</p>
<p>service monitoring, surveys, stakeholder comments and complaints where appropriate.</p>			

This EIA form and report has been checked and countersigned by the Departmental Equalities Officer before proceeding to Executive Member(s)

Please confirm the outcome of this EIA:

No major impact identified, therefore no major changes required – proceed	<input type="checkbox"/>
Adjustments to remove barriers / promote equality (mitigate impact) have been identified – proceed	<input type="checkbox"/>
Positive impact for one or more groups justified on the grounds of promoting equality - proceed	<input checked="" type="checkbox"/>
Continue despite having identified potential for adverse impact/missed opportunities for promoting equality – this requires a strong justification	<input type="checkbox"/>
The EIA identifies actual or potential unlawful discrimination - stop and rethink	<input type="checkbox"/>

Report Officer

Name:

Date:

Departmental Equalities Officer

Name:

Jenny Foy

Date:

20 March 2019