



North
Northamptonshire
Council



West
Northamptonshire
Council

Children's Trust Joint Committee Wednesday 6 April 2022

Report Title	Transfer of the Health, Safety and Wellbeing Support Service to Northamptonshire Children's Trust
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Executive Members	Cllr Scott Edwards, Children, Families, Education & Skills Cllr Fiona Baker, Children, Families & Education

Key Decision	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Is the decision eligible for call-in by Scrutiny?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Are there public sector equality duty implications?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information (whether in appendices or not)?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Applicable paragraph number/s for exemption from publication under Schedule 12A Local Government Act 1972	

List of Appendices

None

1. Purpose of Report

- 1.1. To seek approval of the proposal to the transfer of the Health, Safety and Wellbeing Support Service delivered to Northamptonshire Children's Trust from West Northamptonshire Council to Northamptonshire Children's Trust.

2. Executive Summary

- 2.1. West and North Northamptonshire Councils deliver a number of Support Services to Northamptonshire Children's Trust. These are enabling back-

office services that support Northamptonshire Children's Trust to deliver good services to children, young people and their families.

2.2. The Health, Safety and Wellbeing Support Service is currently delivered by West Northamptonshire Council at a cost of £65,000 per annum.

2.3. Following a review by officers at the Councils and Northamptonshire Children's Trust, it has been agreed that it would be beneficial for Northamptonshire Children's Trust to take over responsibility for the delivery of the service directly.

3. Recommendations

3.1 It is recommended that the Joint Committee approve

- a) The transfer of the delivery of the Health, Safety and Wellbeing Support Service provided to Northamptonshire Children's Trust from West Northamptonshire Council to Northamptonshire Children's Trust.

3.2. Reason for Recommendations

- a) Moving the service in house to Northamptonshire Children's Trust will better meet its needs in enabling it to deliver good services to children, young people and their families.

3.3. Alternative Options Considered

- a) West Northamptonshire Council continuing to deliver the service - It is recommended that this be rejected because the Council and Northamptonshire Children's Trust agree the service would be more appropriately based in Northamptonshire Children's Trust as an in-house service.
- b) Commissioning another organisation to deliver the service – It is recommended that this be rejected because it is likely to be more costly than the proposed option.

4. Report Background

4.1. To enable Northamptonshire Children's Trust to deliver good services to children, young people and their families they purchase a range of back-office services from North and West Northamptonshire Councils. These are known as the Support Services.

4.2. The Support Services Agreement records the overarching terms and conditions upon which the Councils will provide the Support Services to Northamptonshire Children's Trust, and details the service parameters, responsibilities and charges in respect of the provision of Support Services.

- 4.3. The Health, Safety and Wellbeing Support Service has been delivered by the Human Resources department in West Northamptonshire Council since Local Government Reorganisation on 1 April 2021. The Health, Safety and Wellbeing Team provide advice, guidance, assistance and support to Northamptonshire Children's Trust on:
- a. All organisational activities governed by the Health and Safety at Work Act and relevant regulations made under that Act;
 - b. Procurement and management of organisation wide Occupational Health and Employee Assistance Programme contracts; and
 - c. Wellbeing matters relevant to all workers working within the organisation.
- 4.4. Northamptonshire Children's Trust is charged £65,000 to receive this service and funding for this is included as part of the overall contract sum it receives. This £65,000 comprises of £45,000 for staff time and £20,000 for Occupational Health and Employee Assistance Programme costs.

5. Issues and Choices

- 5.1. When Northamptonshire Children's Trust was initially created, it was still developing some of its senior staffing structures especially with regards to back-office and support services. This meant that when the Councils were created, Northamptonshire Children's Trust chose to purchase most of the Support Services from the Councils.
- 5.2. Northamptonshire Children's Trust has now recruited to key positions within the organisation in areas such as Corporate Finance and Human Resources. Now permanent members of staff are in post, they have been able to review the current arrangements for Support Services.
- 5.3. This has included the review of the delivery of the Health, Safety and Wellbeing Support Service. Relevant officers from Northamptonshire Children's Trust and West Northamptonshire Council have agreed that Northamptonshire Children's Trust's needs in this area are better met by delivering the service themselves.
- 5.4. This would mean Health, Safety and wellbeing would be removed from the scope of the Support Services Agreement. The £65,000 allocated for this service would stay with Northamptonshire Children's Trust and they would use this to deliver the service.
- 5.5. The post within West Northamptonshire Council that delivers this service to Northamptonshire Children's Trust is currently vacant, so there are no TUPE implications to the change. If the change is approved, Northamptonshire Children's Trust will use the money to recruit its own officer to deliver the service.
- 5.6. With regards to the contracts for Occupational Health and Employee Assistance, Northamptonshire Children's Trust will now liaise directly with the

providers of these services rather than linking through West Northamptonshire Council.

- 5.7. Northamptonshire Children's Trust would continue to have a collaborative approach to Health, Safety and Wellbeing issues with the Councils including being involved in any relevant meetings.

6. Next Steps

6.1. If the Joint Committee was to approve this proposal the next steps are:

- a. To make the necessary changes to the Support Services Agreement using the change control procedure set out in that agreement.
- b. Northamptonshire Children's Trust will recruit to the vacant position and establish relationships with the providers of Occupational Health support and the Employee Assistance Programme.

7. Implications (including financial implications)

7.1. Resources and Financial

- 7.1.1. There are no net financial implications to the proposed change. West Northamptonshire Council will cease to receive £65,000 for the delivery of the service; however, they will also cease to incur the costs of delivery meaning a net nil financial position.

7.2. Legal and Governance

- 7.2.1. As is noted in section 4.2 above, the Support Services Agreement governs the relationship between the Councils and Northamptonshire Children's Trust in this area. In order to make this change, it is proposed that the change control procedure in the agreement is used to enable the change to take place in good time.
- 7.2.2. The post in scope for transfer is currently vacant, therefore there is no one who could be subject to the Transfer of Undertakings Protection of Employment (TUPE) regulations.

7.3. Relevant Policies and Plans

- 7.3.1. The proposed change will support North Northamptonshire Council's Corporate Plan Commitment 'Better Brighter Futures' and West Northamptonshire Council's commitment to 'Improved Live Chances. This is because it will enable Northamptonshire Children's Trust to deliver improved services to children and young people.

7.4. Risk

7.4.1. There are no significant risks arising from the proposed recommendations in this report.

7.5. Consultation

7.5.1. N/A

7.6. Consideration by Executive Advisory Panel

7.6.1. N/A

7.7. Consideration by Scrutiny

7.7.1. There has not been any consideration by scrutiny.

7.8. Equality Implications

7.8.1. There are no significant equality implications arising from the proposed recommendations in this report. Any future recruitment to the vacant post will adhere to the provisions of the Equalities Act 2010, noting that the Children's Trust is an open and inclusive organisation.

7.9. Climate Impact

7.9.1. There is no significant climate impact arising from the proposed recommendations in this report.

7.10. Community Impact

7.10.1. There is no significant community impact arising from the proposed recommendations in this report.

7.11. Crime and Disorder Impact

7.11.1. There is no significant Crime and Disorder impact arising from the proposed recommendations in this report.

8. Background Papers

8.1. N/A