

**REPORT TO: POLICY AND RESOURCES COMMITTEE – 22<sup>ND</sup> FEBRUARY 2018**

**REPORT ON: SERVICE REDESIGN FOR COMMUNITY BASED FAMILY LEARNING**

**REPORT BY: EXECUTIVE DIRECTOR OF NEIGHBOURHOOD SERVICES**

**REPORT NO: 69-2018**

## **1.0 PURPOSE OF REPORT**

1.1 To seek approval of the service redesign for Community Based Family Learning.

## **2.0 RECOMMENDATIONS**

2.1 It is recommended that the Committee:

- a) Approve the proposed revised model of working which will see the remit for Family Learning move from a dedicated team to becoming an embedded learning offer across Communities Adult Learning staff
- b) Agree the revised staffing complement.

## **3.0 FINANCIAL IMPLICATIONS**

3.1 This change of remits would propose 4 vacant Grade 8 posts be deleted resulting in a saving of £142,000

## **4.0 BACKGROUND**

4.1 A dedicated Family Learning Team sits within the Adult Learning Section of Housing & Communities, Neighbourhood Services. This team support families/carers in community settings to build their capacity to support their children's learning and development. The increase in provision and policy direction to provide a wider range of support to children and families, through additional early years placement and increased focus on support to families through school, has resulted reduction in demand leading to the need to review how this team operates and works. This work is being reviewed alongside Children and Families services looking at the learning offer for young people, families and communities and ensuring services work in partnership

4.2 It is proposed to change the role of the dedicated family learning staff having them take up a wider Community Learning and Development remit, within the Adult learning section. This will increase the capacity of current staff to deliver a wider learning offer without any impact on their job descriptions or grades, whilst offering a more flexible learning centred service.

4.3 Family Learning will become embedded in the support provided through Adult Literacy and English for Speakers of Other Languages (ESOL), as both these areas have been experiencing increased demand from parents who are requiring to develop their English and literacy skills. Other family work will be taken forward through our network of Community Centres, looking to increase the range of family opportunities available, particularly focusing on families in most deprived areas of Dundee, where demand for low cost family activities has been highlighted through the Local Community Plans

## **5.0 POLICY IMPLICATIONS**

5.1. This Report has been screened for any policy implications in respect of Sustainability, Strategic Environmental Assessment, Anti-Poverty, Equality Impact Assessment and Risk Management.

An Equality Impact Assessment is attached.

## **6.0 CONSULTATION**

6.1 The Council Management Team were consulted in the preparation of this report.

**7.0 BACKGROUND PAPERS**

7.1 None

Elaine Zwirlein  
**Executive Director of Neighbourhood Services**

David Simpson  
**Head of Housing and Communities**

6<sup>th</sup> February 2018

**Committee Report No: 69-2018**

**Document Title:** SERVICE REDESIGN FOR COMMUNITY BASED FAMILY LEARNING

**Document Type:** Service

**New/Existing:** Existing

**Period Covered:** 22/02/2018 - 01/04/2018

**Document Description:**

To develop a revised service delivery model for Community Based Family Learning

**Intended Outcome:**

It is proposed to change the role of the dedicated family learning staff having them take up a wider Community Learning and Development remit. This will increase the capacity of current staff to deliver a wider learning offer without any impact on their job descriptions or grades, whilst offering a more flexible learning centred service.

**How will the proposal be monitored?:**

Through the use of Cognisoft, which is the CLD data base, data will be collected and performance monitored. Also the service is subject to inspection by HMIE and this monitor the quality of our services.

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## **A. Equality and Diversity Impacts:**

**Age:** No Impact

**Disability:** No Impact

<b>Gender Reassignment:</b>	No Impact
<b>Marriage and Civil Partnership:</b>	No Impact
<b>Pregnancy and Maternity:</b>	No Impact
<b>Race/Ethnicity:</b>	Positive
<b>Religion or Belief:</b>	No Impact
<b>Sex:</b>	No Impact
<b>Sexual Orientation:</b>	No Impact

**Equality and diversity Implications:**

No one will be denied the opportunity to participate because of race, ethnicity, disability ,gender etc. This service redesign will allow wider opportunities especially for people from different ethnic backgrounds as it will bring a family learning element to our ESOL ( English for Speakers of Other languages ) provision.

**Proposed Mitigating Actions:**

This service sits within Community Learning and Development- Housing and Communities , which has a responsibility under the Requirements for Community Learning and Development (Scotland ) Regulations to tackling inequalities and supporting vulnerable and disadvantaged groups . Monitoring of service users will be in place to ensure this focus is being met.

**Is the proposal subject to a full EQIA? : No**

No one will be denied the opportunity to participate because of race, ethnicity, disability ,gender etc. This service redesign will allow wider opportunities especially for people from different ethnic backgrounds as it will bring a family learning element to our ESOL ( English for Speakers of Other languages ) provision.

**B. Fairness and Poverty Impacts:**

**Geography**

<b>Strathmartine (Ardler, St Mary's and Kirkton):</b>	Positive
<b>Lochee(Lochee/Beechwood, Charleston and Menzieshill):</b>	Positive
<b>Coldside(Hilltown, Fairmuir and Coldside):</b>	Positive
<b>Maryfield(Stobswell and City Centre):</b>	Positive
<b>North East(Whitfield, Fintry and Mill O' Mains):</b>	Positive
<b>East End(Mid Craigie, Linlathen and Douglas):</b>	Positive

**The Ferry:** No Impact

**West End:** No Impact

**Household Group**

<b>Lone Parent Families:</b>	No Impact
<b>Greater Number of children and/or Young Children:</b>	No Impact
<b>Pensioners - Single/Couple:</b>	No Impact
<b>Single female households with children:</b>	No Impact
<b>Unskilled workers or unemployed:</b>	No Impact
<b>Serious and enduring mental health problems:</b>	No Impact
<b>Homeless:</b>	No Impact

<b>Drug and/or alcohol problems:</b>	No Impact
<b>Offenders and Ex-offenders:</b>	No Impact
<b>Looked after children and care leavers:</b>	No Impact
<b>Carers:</b>	No Impact

**Significant Impact**

<b>Employment:</b>	Positive
<b>Education and Skills:</b>	Positive
<b>Benefit Advice/Income Maximisation:</b>	Positive
<b>Childcare:</b>	No Impact
<b>Affordability and Accessibility of services:</b>	No Impact

**Fairness and Poverty Implications:**

There will be no negative impacts as this will be targeted at communities both geographically and communities of interest who are exhibiting the greatest need.

**Proposed Mitigating Actions:**

Provision will continue to be free and locally based in the most deprived areas, with additional support to crèche and travel if necessary. Strong links are established with others services to work in partnership ,especially around increasing skills for employability and income /benefit maximisation,

## **C. Environmental Impacts**

### **Climate Change**

**Mitigating greenhouse gases:** Not Known  
**Adapting to the effects of climate change:** Not Known

### **Resource Use**

**Energy efficiency and consumption:** Not Known  
**Prevention, reduction, re-use, recovery or recycling waste:** Not Known  
**Sustainable Procurement:** Not Known

### **Transport**

**Accessible transport provision:** Not Known  
**Sustainable modes of transport:** Not Known

### **Natural Environment**

**Air, land and water quality:** Not Known  
**Biodiversity:** Not Known  
**Open and green spaces:** Not Known

### **Built Environment**

**Built Heritage:** Not Known  
**Housing:** Not Known

### **Is the proposal subject to Strategic Environmental Assessment**

No further action is required as it does not qualify as a Plan, Programme or Strategy as defined by the Environment Assessment (Scotland) Act 2005.

### **Proposed Mitigating Actions:**

N/A

### **Environmental Implications:**

There are no environmental impacts

## **D. Corporate Risk Impacts**

### **Corporate Risk Implications:**

The risk implications associated with the subject matter of this report are 'business as normal' risks. The subject matter is routine and has happened many times before without significant loss. There is comfort that the risks inherent within the activity are either transferred to another party, shared equally and fairly between the Council and another party or are negligible.

### **Corporate Risk Mitigating Actions:**

Service redesign mitigates any risks identified and will ensure a wider range of staff can deliver this service