

**REPORT FOR: Employees' Consultative Forum**

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**Date of Meeting:** 27 October 2010

**Subject:** INFORMATION REPORT - Youth Offending Team Restructure

**Responsible Officer:** Catherine Doran, Corporate Director  
Children's Services

**Exempt:** No

**Enclosures:** None

**Section 1 – Summary**

This report sets out a brief update on the proposed Youth Offending Team reorganisation which was under review at the time of the last meeting. It had become necessary to reduce the staff in the team by one due to a change in funding from the Probation Service.

Due to the subsequent resignation of a member of staff, to take up a post outside of the Council, the planned reorganisation was no longer required and did not take place.

## **Section 2 – Report**

This report is an update regarding minute 15 of the Employees' Consultative Forum meeting on 30th June, on the Youth Offending Service reorganisation which read 'that the matter be deferred to the next meeting pending the outcome of current discussions with regard to the proposals.'

At the time, consideration was being given to a formal consultation process under the protocol for organisational change, as there was a need to reduce the team by one member of staff. An error had been made at the initiation of the process for which a full apology was made to the staff affected.

The Probation Service, having previously funded a Council post, changed its policy to provide a seconded member of probation staff instead. Hence the need to reduce the Council employed staff by one, funding no longer being available, although actual staff numbers would remain the same.

Subsequently and prior to the formal consultation document being published, a member of the team resigned, to take up a post outside of the Council. Therefore the reorganisation was no longer required and did not take place.

An investigation into wider Yot issues has also taken place with the full involvement of the Unions and relevant staff. The outcomes have been reported to the Corporate Director and are now subject to an in-service action plan.

Going forward, research into a revised model of delivery of all Children's Services is underway, in which the Youth Offending Team and its staff are included. Trade unions will be involved at every stage of this process through the Stakeholder Reference Group.

## **Section 3 – Further Information**

As the reorganisation will not now be taking place, it is not expected that further reports will be required.

## **Section 4 – Financial Implications**

With effect from 2010/11 the Probation Service ceased to provide funding for a council employee and have seconded a member of probation staff to the service instead. Fortunately the service was able to negate the impact of the reduced grant through the timely resignation of a staff member and therefore have avoided a budget pressure in 2010/11.

## **Section 5 – Corporate Priorities**

The relevant corporate priorities are to improve support for vulnerable people and to build stronger communities. The role of the Yot is to prevent offending and reoffending by young people. Through its partnership work with Police, Health, Probation and the Courts, youth crime in Harrow has been remains as one of the lowest in London.

Name: Emma Stabler



on behalf of the  
Chief Financial Officer

Date: 18 October 2010

## **Section 6 - Contact Details and Background Papers**

Contact: Richard Segalov  
Division Director, Young Peoples Services Tel: 020 8420 9344

### **Background Papers:**

Minutes of Employees Consultative Forum 30 June 2010