

## **Connexions Intensive Service Review**

### **Appendix Two**

#### **Revised Resource Deployment Proposals**

1. The information contained within this appendix describes current personal adviser resource deployment and summarises the proposed changes detailed in appendix one as they relate to each agency. The information provided has been informed by:
  - 1.1 Consideration of the nature of service provided and its effectiveness in meeting the needs of young people within the context of the segmented approach to service described in background paper two. Consideration has also been given to the needs of young people who disproportionately feature in the NEET group;
  - 1.2 Evaluation of existing contracted services; and
  - 1.3 The intention to strengthen the service through the alignment of personal adviser resources with emerging integrated youth support service structures including the development of targeted youth support services.
2. The analysis provided in this appendix has been tested with the relevant partners in order to fully understand the implications of enacting the proposed changes. All of the Intensive Service Review documentation was shared with all partners and stakeholders. Consultation meetings were held with all parties to gain and confirm background information about the service they provide and the impact the Personal Adviser has had within the organisation delivering Connexions business.
3. A key outcome of the process is, where required, reapportionment of resources so that they may address the needs of young people who are over-represented in the NEET cohort and be best used within revised operational arrangements for service delivery. The final analysis has been developed after considerable consultation with stakeholders, including all relevant partners.

Organisation and current PA Resource location	Role of Intensive Personal Adviser
Looked After Children Education Team (LACE) (1 FTE - Council)	<p><b>NEET prevention for young people in care aged 13-16 yrs.</b></p> <p><b>Proposed action:</b> Maintain resource under revised management arrangements.</p> <p><b>Impact Assessment and Risk Analysis:</b> Required support for vulnerable group maintained. Performance strengthened through improved SLA and enhanced leadership and co-ordination of service. No risk identified. Direct line management of PA resource to be assumed by the Youth and Connexions Service. Revise arrangements will also lead to improved collaborative practice under new intensive service team arrangements.</p>
Behaviour Support Team: Managed Moves (1 FTE - Council)	<p><b>To co-ordinate the Managed Move Panel. To accept referrals from the panel and to give support to the young people referred from school to school. To give advice regarding behaviour policy to the schools part of the Managed Move Agreement.</b></p> <p><b>Proposed action:</b> Re-deployment of resource within new model.</p> <p><b>Impact Assessment and Risk Analysis:</b> Function to be secured through revised arrangements in Education Welfare Service. Personal Adviser support to be afforded to the process under revised arrangements but not in the dedicated manner currently provided which includes resource being assigned to fulfil a dedicated function full-year round when the need only presents during term-time.</p>
HYAP (1 FTE – Voluntary Organisation)	<p><b>Generic intensive personal adviser supporting young people referred to a voluntary sector provider of specialist support to vulnerable young people with a focus on substance misuse education.</b></p> <p><b>Proposed action:</b> Re-deployment of resource within new model.</p> <p><b>Impact Assessment and Risk Analysis:</b> Resource re-deployed under revised arrangements. Relationship with provider will be maintained through partnership work. No resultant loss of support to young people anticipated. Risks associated with decommissioning relate to potential impact of loss of capacity in a voluntary sector provider. This risk includes potential implications where there may be dependencies between funding streams or the post supports other functions within the organisation. Risk to be managed through consultation and support provided to organisation, which may include capacity building resources provided by alternative sources. TUPE may apply to the personal adviser currently employed by HYAP.</p>

<b>Leaving Care 16+ (1 FTE - Council)</b>	<p><b>To provide intensive support to young people in need aged 16-19, and care leavers who are either NEET or at risk of becoming NEET due to other issues of instability in their lives.</b></p>
	<p><b>Proposed action:</b> Maintain resource within new model.</p> <p><b>Impact Assessment and Risk Analysis:</b> Required support for vulnerable group maintained. Performance strengthened through improved SLA and enhanced leadership and co-ordination of service. No risk identified. Direct line management of PA resource to be assumed by the Youth and Connexions Service. Revise arrangements will also lead to improved collaborative practice under new intensive service team arrangements.</p>
<b>P3 Generic (1 FTE - Voluntary Organisation)</b>	<p><b>To provide intensive support to young people aged 13 – 19 who are NEET, at risk of becoming NEET or struggling to maintain their EET.</b></p> <p><b>Proposed action:</b> Maintain resource within new model.</p> <p><b>Impact Assessment and Risk Analysis:</b> Required support for vulnerable group maintained. Performance strengthened through improved SLA and enhanced leadership and co-ordination of service. Direct line management of PA resource to be assumed by the Youth and Connexions Service. TUPE may apply to the personal adviser currently employed by P3.</p>
<b>P3 Refugee Support (0.5 FTE – Voluntary Organisation)</b>	<p><b>To provide intensive support and guidance to young people 13 – 19 aiming to support those who are refugees and asylum seekers.</b></p> <p><b>Proposed action:</b> Re-deployment of resource within new model.</p> <p><b>Impact Assessment and Risk Analysis:</b> Support of this nature can be provided by other agencies. Service output clearly indicates limited impact on clients. Risks associated with de-commissioning relate to potential impact of loss of capacity in a voluntary sector provider. This risk includes potential implications where there may be dependencies between funding streams or the post supports other functions within the organisation. Risk to be managed through consultation and support provided to organisation, which may include capacity building resources provided by alternative sources. TUP may apply to the personal adviser currently employed by P3.</p>

<b>P3 Social Exclusion (1 FTE - Voluntary Organisation)</b>	<p><b>To provide intensive support and guidance to young people 13 – 19 aiming to support those who are socially excluded.</b></p> <p><b>Proposed action: Re-deployment of resource within new model.</b></p> <p><b>Impact Assessment and Risk Analysis:</b> Current support given to client group can be provided by other agencies under revised model. Service output indicates limited impact on clients. Risks associated with de-commissioning relate to potential impact of loss of capacity in a voluntary sector provider. This risk includes potential implications where there may be dependencies between funding streams or the post supports other functions within the organisation. Risk to be managed through consultation and support provided to organisation, which may include capacity building resources provided by alternative sources. TUPE may apply to the personal adviser currently employed by P3.</p>
<b>RAAD (0.5 FTE - Voluntary Organisation)</b>	<p><b>To support the young people (mainly 13 to 19 years of age) in achieving their full potential. The PA is the main means by which young people access and make use of the Connexions Service and move from NEET to EET.</b></p> <p><b>Proposed action: Re-deployment of resource within new model.</b></p> <p><b>Impact Assessment and Risk Analysis:</b> Current support secured through RAAD for the client group in question can be provided by other agencies under the proposed new model. Risks associated with de-commissioning relate to potential impact of loss of capacity in a voluntary sector provider. This risk includes potential implications where there may be dependencies between funding streams or the post supports other functions within the organisation. Risk to be managed through consultation and support provided to organisation, which may include capacity building resources provided by alternative sources. TUPE may apply to the personal adviser currently employed by RAAD.</p>
<b>Rosedale College (1 FTE - Independent Organisation)</b>	<p><b>Preventative support and guidance for young people in Education. Provide one to one sessions in confidence and self-esteem. To go to all meetings and appointments to represent the young person and provide intensive support in conjunction with partner agencies.</b></p> <p><b>Proposed action: Re-deployment of resource within new model.</b></p> <p><b>Impact Assessment and Risk Analysis:</b> Support will be provided for client group under new model in addition to the service available to all schools through main Universal Contract. Rosedale College are the only secondary school institution in receipt of additional Connexions resource over and above that provided through the Universal Service. Risks associated with de-commissioning relate to loss of dedicated function to an institution that has made nationally recognised levels of improvement in student attainment. Risk to be managed through consultation and support provided to organisation to ensure personal adviser service provided under revised arrangements deliver additional support required by Rosedale students. TUPE may apply to the personal adviser currently employed by Rosedale College.</p>

<b>Tageero</b> (1 FTE – Voluntary Organisation)	<p><b>To work with young people on a one- to-one basis with 16-18 years old, primarily from black and minority ethnic communities with multiple barriers to entering learning and employment and help them both to enter and remain in learning and employment and achieve their potential. The PA also helps young people with barriers to housing/accommodation, substance misuse, a history of offending, basic literacy needs, health and mental health needs.</b></p> <p><b>Proposed action:</b> Maintain resource under revised arrangements.</p> <p><b>Impact Assessment and Risk Analysis:</b> Required support for vulnerable group maintained. Performance strengthened through improved SLA and enhanced leadership and co-ordination of service. No risk identified. Direct line management of PA resource to be assumed by the Youth and Connexions Service. TUPE may apply to the personal adviser currently employed by Tageero.</p>
<b>YMCA</b> (1 FTE – Voluntary Organisation)	<p><b>To implement a project which will provide support to teenage mothers, working with them to encourage a move out of the NEET group into EET and with young people to prevent teenage pregnancy through the delivery of advice sessions and a peer education scheme.</b></p> <p><b>Proposed action:</b> Maintain resource within new model.</p> <p><b>Impact Assessment and Risk Analysis:</b> Required support for vulnerable group maintained. Performance strengthened through improved SLA and enhanced leadership and co-ordination of service. No risk identified. Direct line management of PA resource to be assumed by the Youth and Connexions Service. Direct line management of PA resource to be assumed by the Youth and Connexions Service. TUPE may apply to the personal adviser currently employed by the YMCA.</p>
<b>Youth Offending Service</b> (1 FTE – Council)	<p><b>To provide advice and guidance to all young people engaged with the youth offending team both in custody and the community</b></p> <p><b>Proposed action:</b> Maintain resource within new model.</p> <p><b>Impact Assessment and Risk Analysis:</b> Required support for vulnerable group maintained. Performance strengthened through improved SLA and enhanced leadership and co-ordination of service. No risk identified. Direct line management of PA resource to be assumed by the Youth and Connexions Service.</p>

Targeted Youth Support Team (3 x FTE – Council)	<p><b>To provide intensive support to 13-19 year olds and assist them to remove barriers to EET</b></p>
	<p><b>Proposed action:</b> Maintain resource within new model.</p> <p><b>Impact Assessment and Risk Analysis:</b> Required support for vulnerable group maintained. Performance strengthened through improved SLA and enhanced leadership and co-ordination of service. No risk identified. Direct line management of PA resource to be assumed by the Youth and Connexions Service.</p>
CfBT LDD (3.8 x FTE)	<p><b>To provide specialist support to 13-19-year-olds with LDD within SEN schools. Give support and advice to universal PAs within mainstream schools on LDD issues.</b></p>
	<p><b>Proposed action:</b> To transfer function and cost to universal service under revised contractual arrangements.</p> <p><b>Impact Assessment and Risk Analysis:</b> Required support for young people with learning difficulties and disabilities in special schools maintained and strengthened through guidance company.</p>

4. Enacting the proposed changes as described will facilitate the creation of the structure illustrated in appendix one. This will lead to a strengthening of service leadership and co-ordination in addition to establishing three dedicated personal adviser positions to provide focussed preventative services to young people whose progress is being hindered as a consequence of emotional and behavioural difficulties. This particular needs group have been identified as requiring additional support through the review process. They also continually feature disproportionately in the 16 – 18 NEET cohort.