

**UPDATE FOR STAKEHOLDERS AND PARTNERS
FROM TERENCE HERBERT
ASSOCIATE DIRECTOR
OPERATIONAL CHILDREN'S SERVICES**

CHANGES TO COMMUNITY YOUTH MODEL SUPPORT

1. A recent operational review indicates that the Community Led Youth Model is beginning to embed well and produce some good results. Where it works well; communities are fully engaged with supporting local delivery of positive activities alongside council support staff.
2. With savings of £25m to be found across the council; we have had to look in detail and how we can make some savings through a reduction in officer support to communities; whilst ensuring that what is proving to be a successful model is further embedded and continues to be successful
3. The decision has been taken to review the amount of officer time (in the form of Community Youth Officers and Assistant Community Youth Officers) that we are currently using to support the model. As a result; all CYOs/Assistant CYOs were put at risk of redundancy on 23/03/16 following a formal proposal to reduce the current complement from 18 to 7 full time equivalents. We believe that the new roles that we are creating will be effective in continuing to support community led youth delivery across localities and community areas. We intend to create two new roles to achieve the above; Locality Youth Facilitator (LYF) and Assistant Locality Youth Facilitator (A/LYF).
4. We propose to update roles in order to ensure that they remain effective. Going into this formal 45 day consultation with staff; which commenced 23/03/16, we aim to move the roles into the 'Community Engagement and Governance' team so that the new roles will be a full part of the Area Board delivery in each area. The changes will also produce tangible synergies and enable the responsibility to lead the new roles will be taken on a day to day basis by Community Engagement Managers – to whose line management we propose that the new roles will move.
5. It is recognised that the above proposals will impact on how Area Boards are currently using Community Youth Officers/Assistant CYO. Under the new proposals; the remaining 7 full time equivalent staff will need to be shared across several community areas or localities. Essentially community areas will have to become more adept at managing local arrangements with the community resource that they have round the table; in line with the Council's priority to enable communities to do more for themselves.
6. Please be aware that currently your local CYO/Assistant CYO – with effect from 23/03/16 - has been placed at risk of redundancy which is likely to have some impact on their current situation. This is an unsettling time and council

staff affected will need to be supported through the process by all those working alongside them. It is our intention to offer those CYOs/Assistant CYOs who may be displaced as many redeployment opportunities as possible across the wider Council and within the Council's Early Help Service.

7. If you wish to know more about the proposals and to view the new proposed job descriptions for the new 'Locality Youth Facilitator' and 'Assistant Locality Youth Facilitator' role, in addition to proposed new structure charts; please contact Mal Munday – Head of Service for Early Help and/or Steve Milton – Head of Service Communities and Governance for more information.

mal.munday@wiltshire.gov.uk

steve.milton@wiltshire.gov.uk

Terence Herbert
Associate Director
Operational Children's Services
March 2016