

Children First Resource Plan - Outturn Summary

	Revised Full Amount Estimated (Dec 2019)	Revised spending plan for 2019/20 (Dec 2019)	Actual spend in 2019/20	Variation to revised spending plan 2019/20	Revised spending plan for 2020/21 (Dec 2019)	Revised spending plan for 2021/22 (Dec 2019)
	£000	£000	£000	£000	£000	£000
Temporary investment in targeted improvement						
Senior Improvement Leads	1,160	444	446	2	580	136
Programme Management and support	1,500	611	571	40	797	92
Practice Improvement/Behaviour Change Programme	3,600	484	571	87	3,016	100
Leadership Development Programme	500	-	-	-	500	-
Specific Project Consultancy	1,000	73	31	42	802	125
Communications Lead	55	41	-	41	14	-
Complaints Officer	75	22	22	-	36	17
Neglect Strategy work	64	64	78	14	-	-
Casework Audits	-	-	-	-	-	-
Improvement Leads	194	194	196	2	-	-
	8,148	1,933	1,915	18	5,745	470
Temporary additional capacity (service & corporate); retention offer						
Retention Payments	2,150	2,150	2,152	2	-	-
Additional Service Posts	611	422	479	57	189	-
HR Support	188	188	140	48	-	-
Commissioning Support	106	60	94	34	46	-
Additional Corporate Posts	248	182	161	21	66	-
Admin/Business Support for Social Work Teams	150	-	-	-	120	30
Leadership Team redesign	386	258	157	101	128	-
	3,839	3,260	3,183	77	549	30
Contingency	579	-	-	-	579	-
Temporary funding requirement	12,567	5,193	5,098	95	6,873	500
Permanent increase in base budget						
Cover for ASYE lower caseloads	1,000	1,040	1,220	180	1,000	1,000
Review of Social Work Remuneration/Retention						
Contingency	2,000	-	-	-	2,000	2,000
Admin/Business Support for Social Work Teams	700	41	30	11	700	700
Backfill for Social Work Apprentices	600	-	-	-	30	30
Workforce Retention Initiatives (staff parking; pool cars etc)	350	14	23	9	350	350
Additional Service Posts	337	193	215	22	309	309
Leadership Team redesign	151	204	204	-	204	204
Additional Corporate Posts	-	-	-	-	32	32
	5,138	1,492	1,692	200	4,625	4,625
Contingency	-	-	-	-	513	513
Permanent funding requirement	5,138	1,492	1,692	200	5,138	5,138
Yet to be estimated						
Permanent						
Further Organisational Changes						
Temporary						
Additional Staff Training						
IT Equipment						
IT Systems Improvements						
Working Environment Improvements						
Totals	17,705	6,685	6,790	105	12,011	5,638
Available funding		7,185	7,185		12,011	5,138
Additional funding required		- 500	- 395		-	500

From the original £7.185m of reserve funding for 2019/20, only £6.790m was required. The remaining £0.395m in the Children First Reserve has been returned to the Contingency Budget to assist the corporate overspending position.