

OFFICER DECISION RECORD 1 FORM

This form should be used to record Officer Decisions in Excess of £100k (but below the key decision threshold), or where required by Financial, Contract or other Procedure Rules or following formal delegation from Cabinet or a Cabinet Member or a Council Committee.

Decision Reference: AHWB.040.2022 Gypsy Roma Traveller Domestic Abuse worker

BOX 1

DIRECTORATE: Adults Health and Wellbeing

DATE: 13.07.22

Contact Name: Bill Hotchkiss

Tel. No.: 01302 737831

Subject Matter: Gypsy Roma Traveller Domestic Abuse worker

BOX 2**DECISION TAKEN**

To accept the Ministry of Justice grant to fund a specialist Gypsy Roma Traveller Domestic Abuse worker from 2022-2025, to work across Doncaster and Rotherham.

BOX 3**REASON FOR THE DECISION**

Doncaster Council submitted a bid to the Ministry of Justice via the Office of the South Yorkshire Police and Crime Commissioner (OPCC) for a full time Gypsy Roma Traveller (GRT) Domestic Abuse worker. The new role will work in partnership with the existing and highly successful Domestic Abuse Hub and alongside the Council's Health Protection Engagement Coordinators. The worker would have a reduced caseload in order to spend quality time proactively developing community links and building trust between GRT women, but may also include male victims and other support services.

Doncaster is the permanent home to the UK's largest Gypsy Traveller populations, who make up one of our largest ethnic minority groups. Estimates range greatly from around 590 (2011 Census) to other local estimates of over 4000 people. These estimates equate to between 0.2% and 1.3% of the total population.

A study estimated that between 60% to 80% of women from travelling communities experience domestic abuse during their lives, compared to 25% of the female population generally. Despite this very high percentage, we are aware that our DA services in Doncaster have not received any referrals from victims, who have been identified as being part of the GRT community. We

know from local experience and the barriers highlighted in the Traveller Movement's recent Good Practice Guide that GRT victims find it hard and show reluctance to access DA support or the support we offer, which may not be culturally competent or tailored to support their needs.

The new role, working across Rotherham and Doncaster, would support approximately 15 victims at any one time, but also develop a specific GRT support group and provide cultural advice to partner agencies to improve the recording of ethnicity, so that we can better understand the prevalence of domestic abuse within the GRT community and improve our first responses. The worker would also work closely with the Council's DA Survivor Liaison Service to ensure that the voice and experiences of GRT women are heard throughout the partnership and we explore further opportunities for consultation and collaboration.

We will also seek to work with the Traveller Movement and use their services to provide specialist training to all domestic abuse workers in Doncaster. By establishing improved links between the GRT and partner agencies, we aim to improve cultural awareness amongst professionals. Throughout the duration of the funding, we seek to gain additional evidence to sustain the service, or ensure proportionate representation within the mainstreamed domestic abuse services and multi-agency arrangements.

Doncaster will be responsible for recruiting the new role and the three year funding (outlined below) will cover salary and on costs for one worker to work across Doncaster and Rotherham and associated travel costs. Built into the first year of funding will be the costs of specialist GRT training, which will be sourced from the Traveller Movement.

Organisation	FTE	Yr1 (22/23) pro-rata cost	Yr2 (23/24) cost	Yr3 (24/25) cost
Doncaster Council	1	£40,649	£44,344	£40,344

BOX 4

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

Option 1: Do Nothing

This is not viewed as a viable option, as without the required approval to use grant funding in this way; we may risk non-compliance with financial regulations. Should we not take up the option to utilise this funding, it would mean that we are unable to adequately support this underserved minority group. Within the DA Strategy, intersectionality remains one of our areas of greatest improvement and it is an equality, diversity and inclusion priority for the Council.

Option 2: Seek approval to use the grant funding received from the OPCC for the purpose specified in this report.

Recommended option

Utilising this additional grant funding, within this proposal, would enable this key project to be funded and supports a key priority within our Domestic Abuse Strategy, improving the service we provide to an under represented group.

The funding would also support the key national agendas of reducing violence against women and girls.

BOX 5

LEGAL IMPLICATIONS

Section 1 of the Localism Act 2011 provides the Council with a general power of competence, allowing the Council to do anything that individuals generally may do.

Section 2B of the National Health Service Act 2006 (as amended by Section 12 of the Health and Social Care Act 2012) introduced a new duty on Councils in England to take appropriate steps to improve the health of the people who live in their area.

The terms of the grant agreement between the Council and the OPCC must be strictly complied with to avoid the risk of clawback of the funding.

The Council's Financial Procedure Rules must be followed in respect of the administration of external funding.

S112 of the Local Government Act 1972 allows a local authority to appoint such officers as are necessary for the proper discharge of its functions, on such reasonable terms and conditions as it thinks fit. Salary grade should be determined by job evaluation.

It is advisable to set up a temporary contract for a fixed term. In order for liability in relation to unfair dismissal, to be limited there must be a legitimate reason for a fixed term contract and the employee must be made aware of this reason and of the anticipated length of the contract at the commencement of the contract. After the 4th year of renewal the employee may be entitled to the position on a permanent basis.

If the length of the contract exceeds 1 year upon termination the employee may be entitled to be placed on the redeployment register and after 2 years may be entitled to a redundancy payment.

The Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002 confirm that employees should not be treated less favourably on the ground they are fixed term unless this is objectively justified. Less favourable treatment means, but is not limited to pay and terms and conditions.

It is important that sight is not lost of the Council's recruitment, retention, and vacancy management policies, which should be followed.

Name: Phil Crawley and Chloe Davies Signature: By E-mail Date: 20 July 2022

Signature of Assistant Director of Legal and Democratic Services (or representative)

BOX 6

FINANCIAL IMPLICATIONS:

This ODR is to accept the Ministry of Justice grant to fund a specialist Gypsy Roma Traveller Domestic Abuse worker from 2022-2025, to work across Doncaster and Rotherham. The total 3 year grant award amounts to £125,337 and will be paid over the 3 financial years Yr1 (22/23) pro-rata cost Yr2 (23/24) & Yr3 (24/25). It is intended to use the funding to recruit to a specific specialist Gypsy Roma Traveller Domestic Abuse worker and plans are currently in place to recruit to this post.

Spend against this grant will be monitored in line with the terms and conditions of the grant which may include monthly financial returns to the Ministry of Justice via the Office of the South Yorkshire Police and Crime Commissioner (OPCC)

Name: Nick Cameron Signature:  Date: 19th July 2022

Signature of Chief Financial Officer and Assistant Director of Finance (or representative)

BOX 7

OTHER RELEVANT IMPLICATIONS

HR

This report refers to funding to be used for additional staffing for 3 years ending 31st March 2025. This will be to fund a Gypsy Roma Traveller Domestic Abuse worker post, however any new roles created within the Council must be created in consultation with Human Resources and go through the Council's GLPC Job Evaluation system unless they are already established roles, which have already been through this process.

Gypsy Roma Traveller Domestic Abuse worker post has been fully evaluated and graded at a grade 7 (JE ID 8008)

Any new posts should be recruited to in line with DMBC's Safer Recruitment policy, initially open to Redeployees, prior to any internal / external recruitment and advertising.

Employees who were employed before 6 April 2012 and have 1 year's continuous service, or after 6 April 2012 and have at least two years continuous service, accrue employment rights. Employees who complete 2 years continuous service accrue rights to a redundancy payment.

Fixed-term employees have the right not to be treated less favourably than comparable permanent employees because they are on a fixed-term contract. This means you must treat fixed-term employees the same as comparable permanent employees unless there are 'objectively justifiable' circumstances for not doing so (i.e. there is a genuine, necessary and appropriate business reason). This means the same or equivalent (pro-rata) pay and conditions, benefits, pension rights and opportunity to apply for permanent positions within the business.

Under the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002, employees who have been on a fixed-term contract for four years or longer will usually be legally classed as permanent if their contract is renewed or if they are re-engaged on a new fixed-term contract.

The only exemptions are when employment on a further fixed-term contract is objectively justified to achieve a legitimate business aim or when the period of four years has been lengthened under a collective or workplace agreement.

Once approved – the HR Portal requires completing.

Name: Sarah Brown Signature:  Date: 28th July 2022

Signature of Assistant Director (or representative)

ANY IMPLICATIONS SENT TO DEPARTMENTS SHOULD GENERALLY BE SUBMITTED AT LEAST 5 WORKING DAYS IN ADVANCE TO ENSURE THESE CAN BE GIVEN THE RELEVANT CONSIDERATION.

BOX 8

EQUALITY IMPLICATIONS: (To be completed by the author).

Anyone can be a victim of domestic abuse; however, we know that women are disproportionately affected, as are disabled people and LGBT+ people. The domestic abuse services are inclusive by design. Work is ongoing around intersectionality. One of the projects listed specifically addresses possible under reporting for black and minority ethnic people.

This proposal enables the Partnership and ourselves as a public authority to discharge our responsibilities effectively within the terms of the Equality Act, ensuring that our services do not tolerate prohibited behaviours and we actively work to reduce discrimination, advance equality of opportunity and the fostering of good relations.

BOX 9

RISK IMPLICATIONS: (To be completed by the author)

If the DA Partnership is unable to utilise this funding to recruit this key resource, it would significantly affect a key workstream and area for improvement identified within our DA Strategy over the next 3 years.

Failure to introduce this service may result in an increased risk to victims and families from a highly vulnerable group, where we are aware DA is a significant issue and victims are not accessing our services or reporting abuse.

**BOX 10
CONSULTATION**

Consultation has taken place with partners involved in the Doncaster Domestic Abuse Strategic Board (which reports to the Safer Stronger Doncaster Partnership). This proposed expenditure is based on the evidenced need for additional support and gaps in current provision.

**BOX 11
INFORMATION NOT FOR PUBLICATION**

In accordance with the Freedom of Information Act 2000, it is in the public's interests for this decision to be published in full, redacting only the signatures.

Name: Gillian Parker_ Signature by email_ Date: 28/07/2022

Signature of FOI Lead Officer for service area where ODR originates

**BOX 12
BACKGROUND PAPERS**

Please confirm if any Background Papers are included with this ODR **YES/NO**

(If YES please list and submit these with this form)

**BOX 13
AUTHORISATION**

Name: Phil Holmes Signature: _____

Date: 29/07/2022_

Director of Adults Health and Well

Does this decision require authorisation by the Chief Financial Officer or other Officer

YES/NO

If yes please authorise below:

Name: _____ Signature: _____ Date: _____

Chief Executive/Director/Assistant Director of _____

Consultation with Relevant Member(s)

Name: _____ Signature: _____ Date: _____

Designation _____

(e.g. Mayor, Cabinet Member or Committee Chair/Vice-Chair)

Declaration of Interest YES/NO

If YES please give details below:

PLEASE NOTE THIS FORM WILL BE PUBLISHED ON THE COUNCIL'S WEBSITE IN FULL UNLESS IT CONTAINS EXEMPT OR CONFIDENTIAL INFORMATION.

Once completed a PDF copy of this form and any relevant background papers should be forwarded to Governance Services at Democratic.Services@doncaster.gov.uk who will arrange publication.

It is the responsibility of the decision taker to clearly identify any information that is confidential or exempt and should be redacted before publication.