

23 April 2018

Agenda Item: 7

## **REPORT OF THE SERVICE DIRECTOR, YOUTH, FAMILIES AND SOCIAL WORK**

### **CHANGES TO THE MANAGEMENT STRUCTURE IN YOUTH, FAMILIES AND SOCIAL WORK**

#### **Purpose of the Report**

1. To seek approval of a proposed new Group Management structure in the Youth, Families and Social Work division for an interim period of 12 months from May 2018.

#### **Information**

2. The Group Manager for Regulated Services has been seconded for 12 months to lead the implementation of the D2N2 Regional Adoption Agency (RAA) for Derbyshire, Nottinghamshire, Derby City and Nottingham City. A separate report is also on the agenda of this Committee meeting seeking approval for Nottinghamshire to host the D2N2 RAA.
3. Additionally, the Group Manager for Fieldwork Services (3) and the Group Manager for Historical Abuse will begin working half-time and three days per week respectively as part of their flexible retirement arrangements.
4. These changes provide an opportunity to improve capacity for necessary service improvement through a new Group Management structure.
5. The existing Group Management structure is attached as **Appendix 1**. The changes proposed are as follows and the revised structure is attached as **Appendix 2**. It is proposed that:
  - the Group Manager for Regulated Services (Hay Band G) will be renamed as Group Manager, Social Work Services, from 1 April 2018. This role will have responsibility for Looked After Children and Leaving Care services, Fostering Service, Residential Care and Contact Service and Clayfields Secure Children's Home. There are no grading implications from this change.
  - 0.5 FTE of the post of Group Manager, Field Work Services (3) (Hay Band G), is disestablished from 1 April 2018
  - 0.4 FTE of the post of Group Manager, Historical Abuse (Hay Band G), is disestablished from 1 April 2018
  - A full time equivalent post of Group Manager, Service Improvement (Hay Band F) is established from 1 May 2018 fixed term for 15 months. The Group Manager, Service Improvement, will hold responsibility for:

- service improvement across children’s operational services
- service development with partners (specifically health) exploring the potential for service integration as a means to developing efficient and effective improved services
- ensuring services meet the standards required by the regulatory framework (Ofsted)
- management of the Principal Social Worker, Practice Consultant team and the CAMHS (Child & Adolescent Mental Health Services) Social Work teams.

### **Other Options Considered**

6. No other options have been considered given the changes outlined in **paragraphs 2 and 3** above will result in minimum disruption to vital services, and will also allow the division to continue to improve services to vulnerable children and families.

### **Reason/s for Recommendation/s**

7. A temporary structure is being proposed to allow the Council to continue to deliver quality services to vulnerable children and families, increase the potential for further improvement and minimise changes in line management for Team Managers.

### **Statutory and Policy Implications**

8. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

### **Financial Implications**

9. The interim structure will provide a net saving for the local authority because the post of Group Manager, Historical Abuse, is funded by a request from contingency and the amount required for this post would be reduced. There is however an additional cost of £15,000 to the Youth, Families and Social Work divisional budget. This will be contained within the Children & Families department overall budget for 2018-19 whilst further changes to the senior management structure are considered. The post of Interim Head of the RAA, although hosted by the local authority, is externally funded.

### **Human Resources Implications**

10. The proposed changes have been subject to staff and trade union consultation. The post of Group Manager, Service Improvement, has been assessed under the agreed job evaluation procedure. Preferred candidates have been identified following an internal competitive exercise and formal offers can be made quickly should the proposal be approved.

### **Safeguarding of Children and Adults at Risk Implications**

11. The proposals support the continued delivery of quality services to vulnerable children and families.

### **Implications for Service Users**

12. The proposals support the continued delivery of quality services to vulnerable children and families.

### **RECOMMENDATION/S**

- 1) That Committee approves the new Group Management structure for the Youth, Families and Social Work division for a period of 12 months from May 2018.

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### **Constitutional Comments (SLB 09/04/18)**

13. Children and Young People's Committee is the appropriate body to consider the content of this report.

### **Financial Comments (SS 10/04/18)**

14. The containment of this spend within the overall 2018-19 Children & Families budget may be a significant challenge for the department on the basis that the social work staffing budget is forecast to overspend by £0.5m in the 2017-18 financial year.

### **HR Comments (BC 10/04/18)**

15. The staffing implications are contained within the body of the report.

### **Background Papers and Published Documents**

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Job description Group Manager, Service Improvement  
Job description Group Manager, Social Work Services

### **Electoral Division(s) and Member(s) Affected**

All.

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