

18th September 2017**Agenda Item: 13****REPORT OF THE SERVICE DIRECTOR, COMMISSIONING, RESOURCES
AND CULTURE****PROPOSED STRUCTURE FOR SAFEGUARDING, ASSURANCE AND
IMPROVEMENT GROUP****Purpose of the Report**

1. The purpose of this report is to seek approval for the proposed staffing structure for the new Safeguarding, Assurance & Improvement Group as set out in this report and in the structure chart at **Appendix A**.
2. The report also seeks approval for a report on progress to be brought back to the Committee in May 2018.

Information and Advice

3. At its meeting on 20 March 2017, the Children and Young People's Committee approved a new structure for the Children, Families and Cultural Services Department. This included the establishment of a new Safeguarding, Assurance and Improvement Group with the aim of strengthening the links between safeguarding, quality assurance and improvement in order to enhance the independent challenge of social work practice and help to maintain high standards of service provision.
4. The report established the Group Manager post to lead the new Group and it was agreed that a further report be presented to the Committee to seek approval for the detailed staffing structure and operational arrangements for the new Group, which effectively merges two existing Groups - *Quality & Improvement* and *Safeguarding & Independent Review*.

Structure Proposal

5. The proposed structure for the new Safeguarding Assurance and Improvement Group is attached at **Appendix A**. The key functions of the new Group are:
 - Strategic Safeguarding Services – providing a range of specialist professional services in relation to Child Sexual Exploitation; Children Missing; and investigating allegations against professionals / people in a position of trust.
 - Independent Review – providing independent scrutiny of Looked After Children (LAC) and child protection cases.
 - Quality Assurance and Improvement – bringing together a range of department-wide planning, support and assurance functions including the departmental quality

assurance framework, regulatory inspection readiness, and (a much reduced level of) support for delegated property management matters.

- Workforce Development - including: departmental and partnership training and development, social work recruitment and retention activity, and Teaching Partnerships
- Information and Systems – providing system administration and development for the department's ICT systems.
- Partnerships Planning and Support - bringing together the support for the Nottinghamshire Safeguarding Children Board (NSCB), including child death and Serious Case Reviews, with the coordination of the Children's Trust Board and the Children, Young People and Families Plan.

6. The proposed structure has been developed through consultation with the recognised Trade Unions and with affected staff during June / July 2017. During this time, individual responses on the proposed structure were received from staff, as well as group and service responses. All of the responses have been considered as part of the consultation process and have informed the staffing structure at **Appendix A**. For the most part these proposals do not involve substantial changes to the existing arrangements, though there is a net reduction in the overall capacity of the group of 6.5 FTE posts. This is brought about by 14 posts having been deleted and 7.5 new posts created as can be seen in the attached structure charts at **Appendix A**. This reduction will bring some challenges in the short term as new support arrangements bed-in. The Group will also continue to include a number of posts that are funded through the NSCB and the independent chair is sighted on these.
7. One significant area of change will see the cultural services commissioning function transfer to the restructured Place Department. Set up last year in the wake of the establishment of Inspire, but also responsible for commissioning and contract management of other cultural services, e.g. Holme Pierrepont, Rufford and Bestwood country parks, together with the Sherwood Forest Visitor Centre, this move will result in cultural services commissioning sitting alongside client functions for other place-related commissioned services such as highways and property.
8. In addition to bringing together under a single point of leadership the functions outlined in **paragraph 5** above, the restructuring process also provides the means of delivering a number of budget savings across the new Group's functions that have already been approved by Elected Members for 2017/18 and 2018/19. In total, the new Group will deliver annual savings of £418,500. The proposed staffing structure set out in this report will save £271,000 per annum. Additional savings of £147,500 were previously approved by the Children and Young People's Committee at its meeting in November 2016.
9. It is proposed that the existing posts affected by these proposals be disestablished, and the posts within the new Group, shown in **Appendix A**, established with effect from 1 October 2017. The new structure will be populated via the Council's established enabling processes. In anticipation of the establishment of the new Group, careful management of existing posts that have recently become vacant means that it is not anticipated that there will be any compulsory redundancies arising from these proposals.

Other Options Considered

10. No change to the existing structures within the two merged groups was considered. However this would not meet the required budget savings required of the new Group, nor enable it best to respond to the future challenges that it will face. The consultation process during June / July 2017 resulted in some changes to the organisation of specific teams / posts.

Reason/s for Recommendation/s

11. The reasons for the recommendations are to enable the establishment of the staffing structure for the new Group following the approval of the earlier report to the Committee in March 2017

Statutory and Policy Implications

12. This report has been compiled after consideration of implications in respect of crime and disorder, 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, sustainability and the environment and ways of working 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

13. In conjunction with other savings already approved by the Children and Young People's Committee, the proposed structure outlined in this report delivers all of the £271,000 budget savings attributable to the new Group during 2017/18 and 2018/19.

Human Resources Implications (BC - 15/08/2017)

14. The normal channels have been used to consult with staff in the Department and recognised trade unions on these proposals. Information on the consultation can be found in **paragraph 6**.

Safeguarding of Children and Adults at Risk Implications

15. The new Group will have lead responsibility, working in conjunction with social care teams, to safeguard children in areas such as Child Sexual Exploitation (CSE), Missing Children and managing allegations/concerns about those working with children via the Local Authority Designated Officer function. At the same time, the new Group will continue to provide independent challenge to the department's social care teams, to support effective interagency working, and to promote and quality assure social work practice with the overall aim of ensuring the most vulnerable children in the County are safe.

Implications for Service Users

16. The new Group will continue to lead the work across the department to ensure that children and young people are engaged in the design and development of the services that the Council provides for them.

Ways of Working Implications

17. The new Group Manager will work with Smarter Working Programme to ensure that teams are located in the most appropriate work place and have deployed the equipment and support they need to work as efficiently and flexibly as possible.

RECOMMENDATION/S

That:

- 1) the Committee approves the revised structure for the new Safeguarding, Assurance and Improvement Group as shown in **Appendix A**.
- 2) a report on progress be brought back to the Committee in May 2018.

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Constitutional Comments (KK 01/09/17)

18. The Committee is responsible for approval of departmental staffing structures as required. The proposals outlined in this report fall within the remit of this Committee
19. The Employment Procedure Rules provide that the report to Committee include the required advice and HR comments and that the recognised trade unions be consulted on all proposed changes to staffing structures (and any views given should be fully considered prior to a decision being made).

Financial Comments (SAS 18/08/17)

20. The financial implications of the report are contained within paragraph 13 above.

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.

Changes to the staffing establishment: Quality and Improvement Group - report to Children and Young People's Committee on 21 November 2016

Review of the senior management structure in Children, Families and Cultural Services - report to Children and Young People's Committee on 20 March 2017

Electoral Division(s) and Member(s) Affected

All.

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