

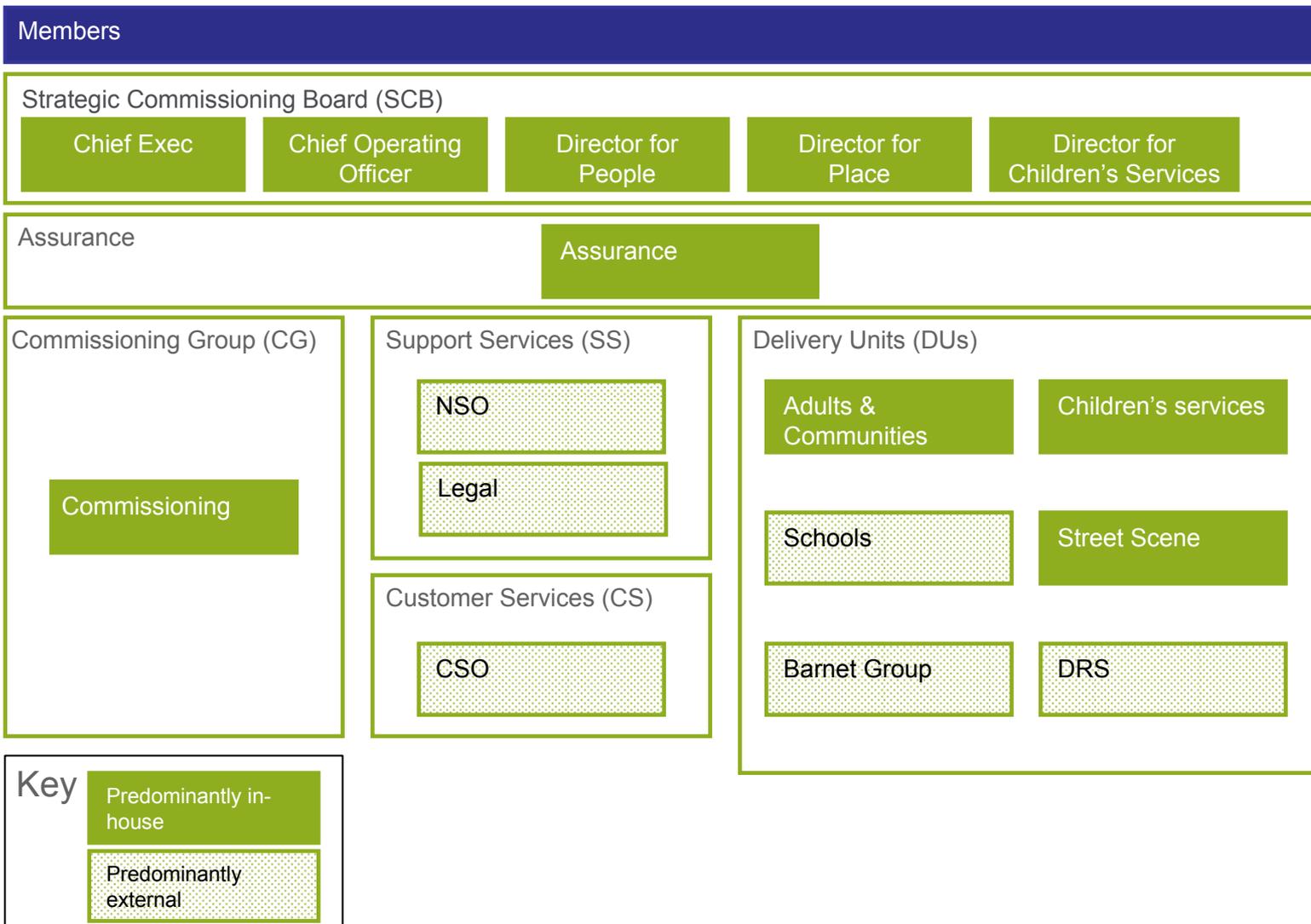
Appendix One

People Structures and the delivery of Children's Services

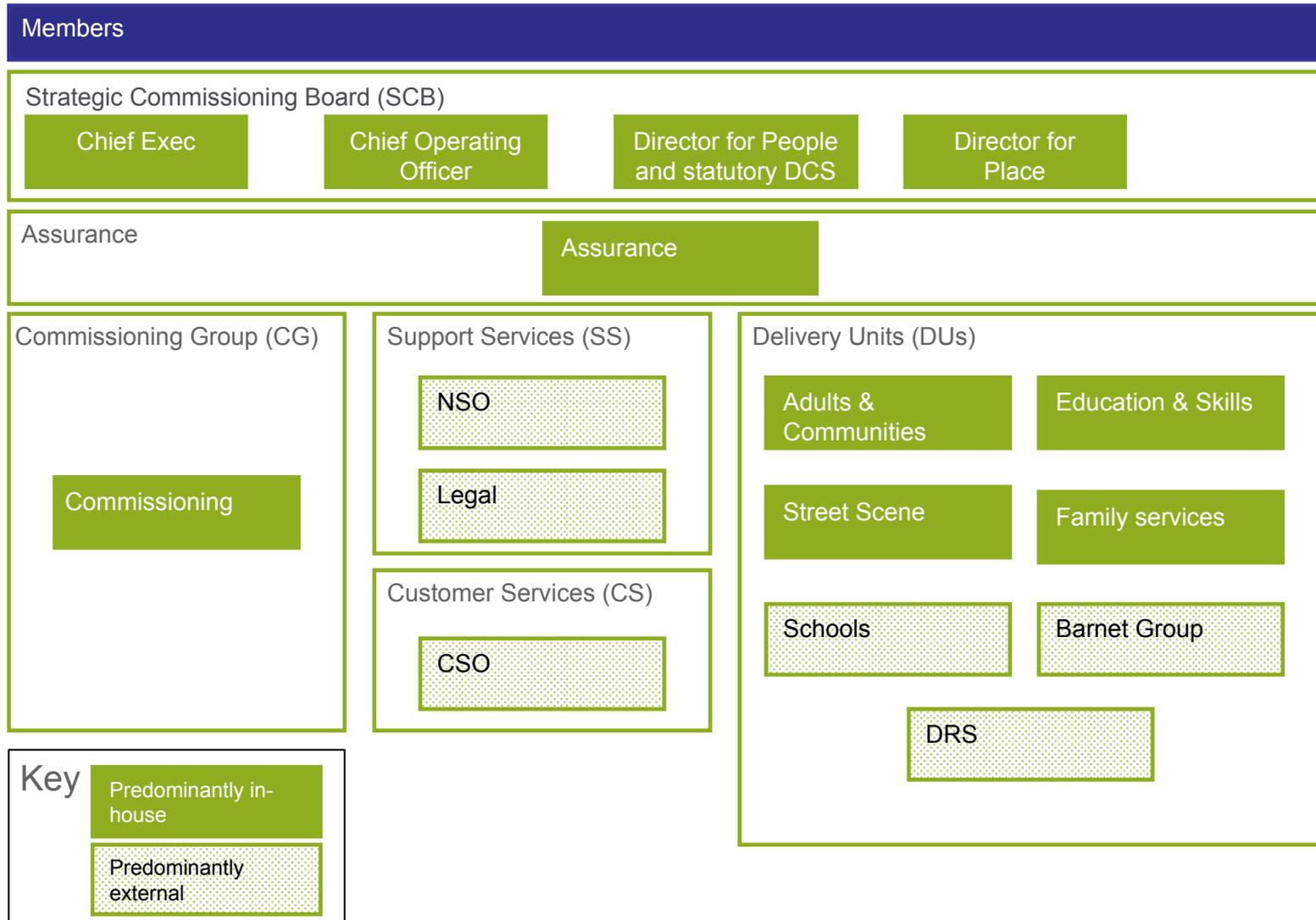
A proposal for consultation

'As is' Operating Model for Council

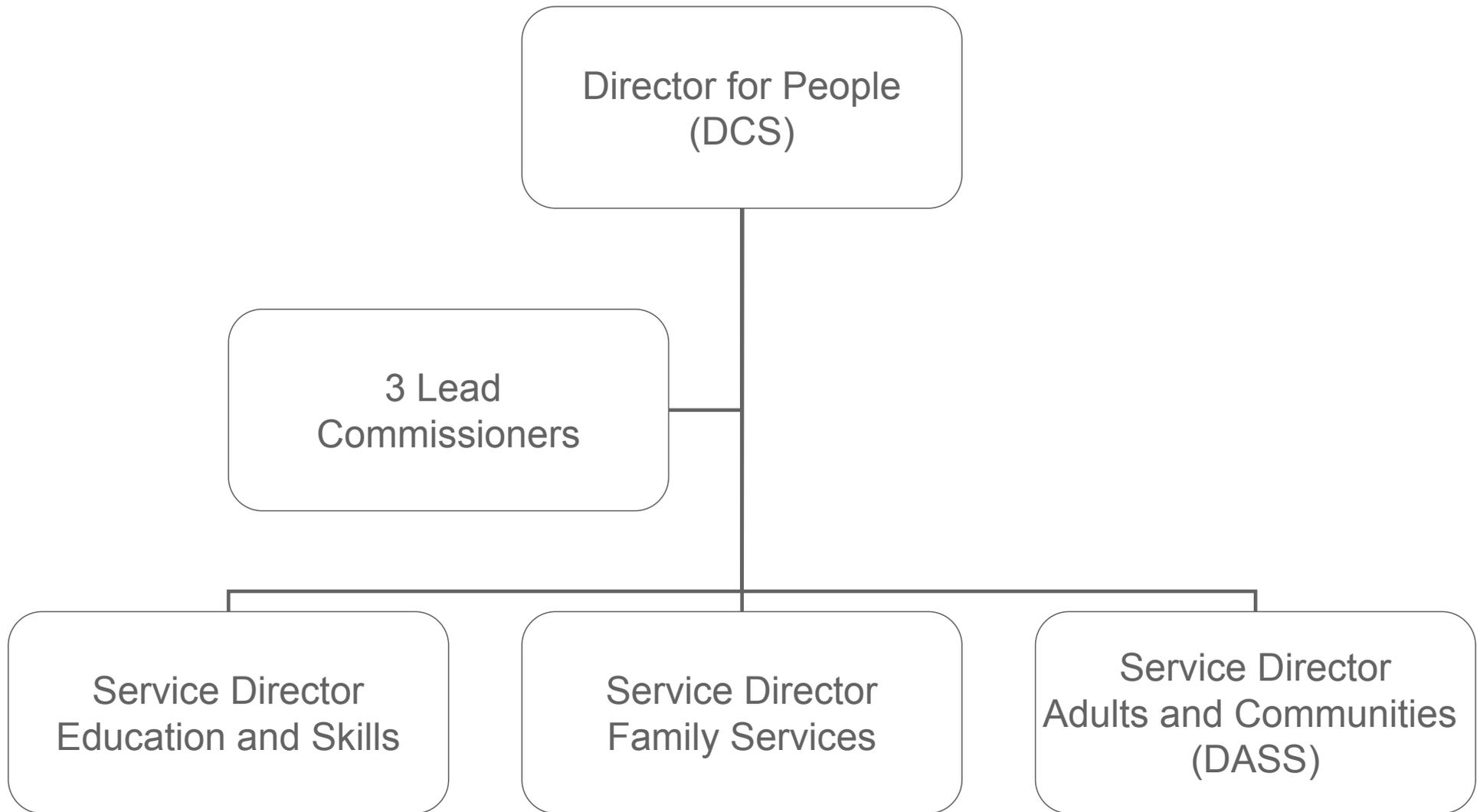
as per report to GFC – April 2012



Proposed Operating Model for the Council showing changes to arrangements for Children's Services



Accountability Structure to the Director for People in proposed arrangement



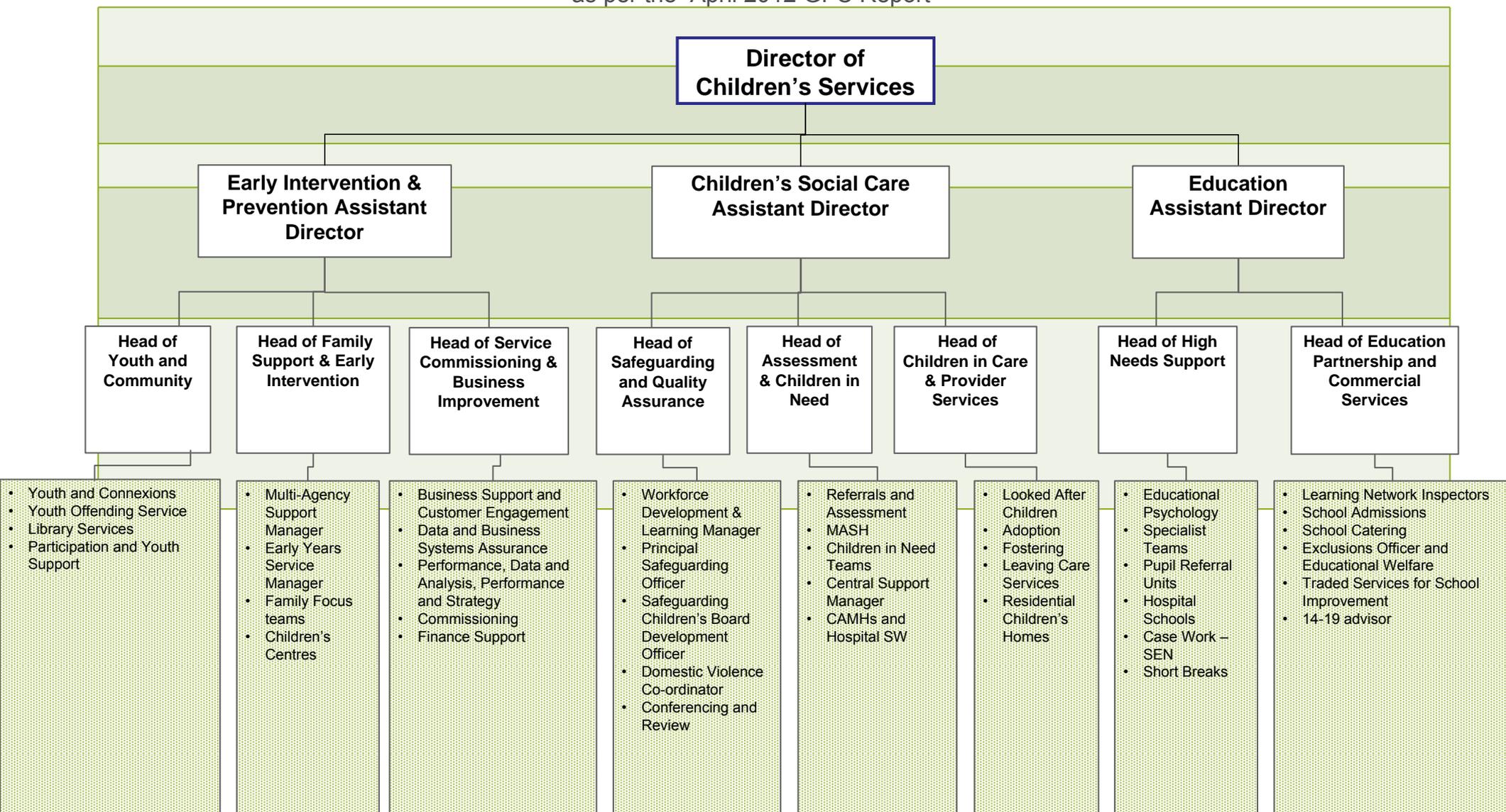
Proposed Changes to the Statutory Role of Director of Children's Services

- Proposal will see the formal deletion of the Director of Children's Services role with the statutory responsibilities being assumed by the Director for People.
- Proposal is in line with statutory guidance as Director for People is a first tier Chief Officer reporting into the Chief Executive and will have accountability for the delivery of children's social care and education.
- Accountability arrangements and schemes of delegation to Delivery Unit (s) providing Children's Services will be to the Director for People.

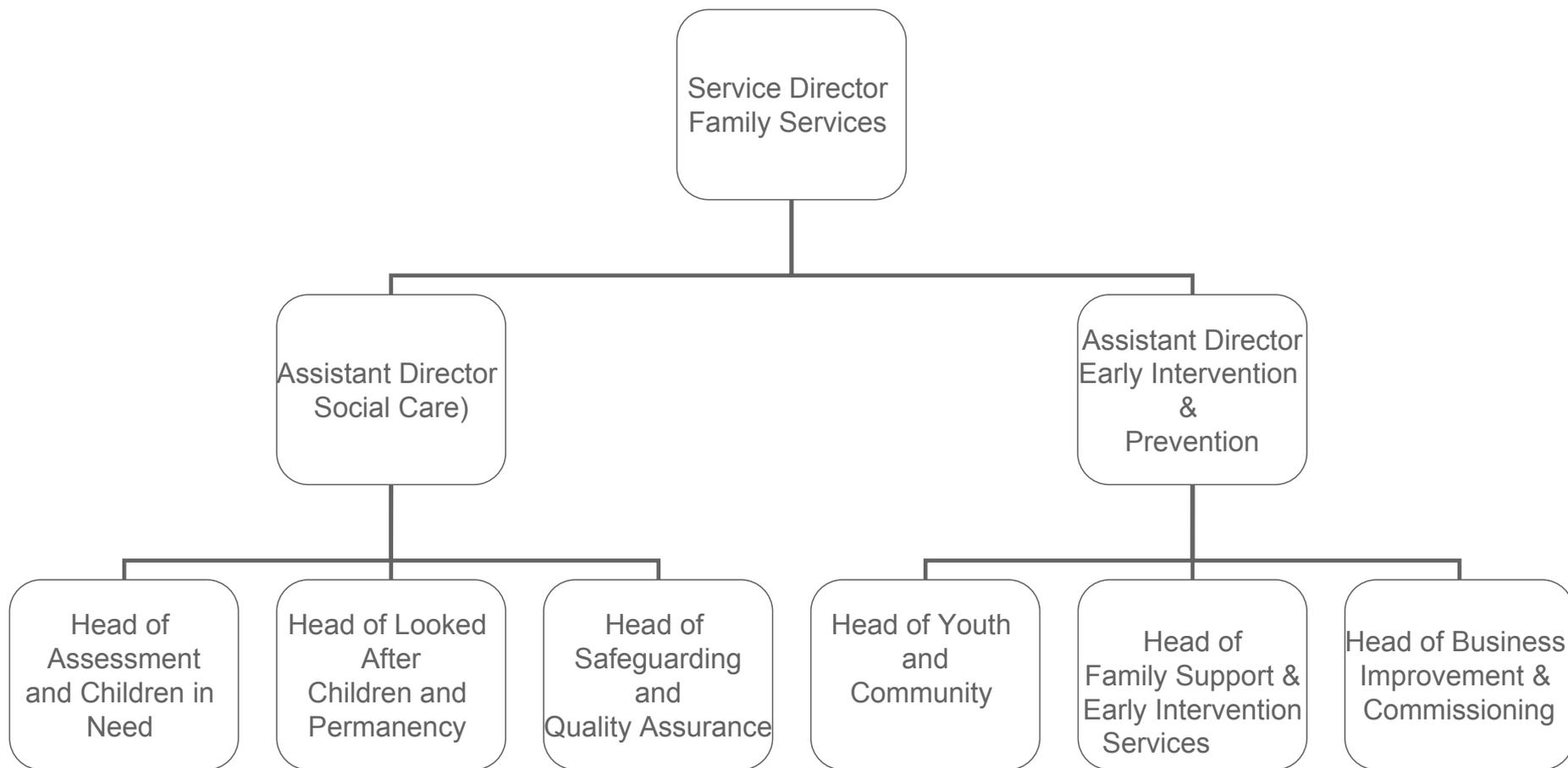
DELIVERY UNITS FOR CHILDREN'S SERVICES

'As is' Children's Service Delivery Unit

as per the April 2012 GFC Report

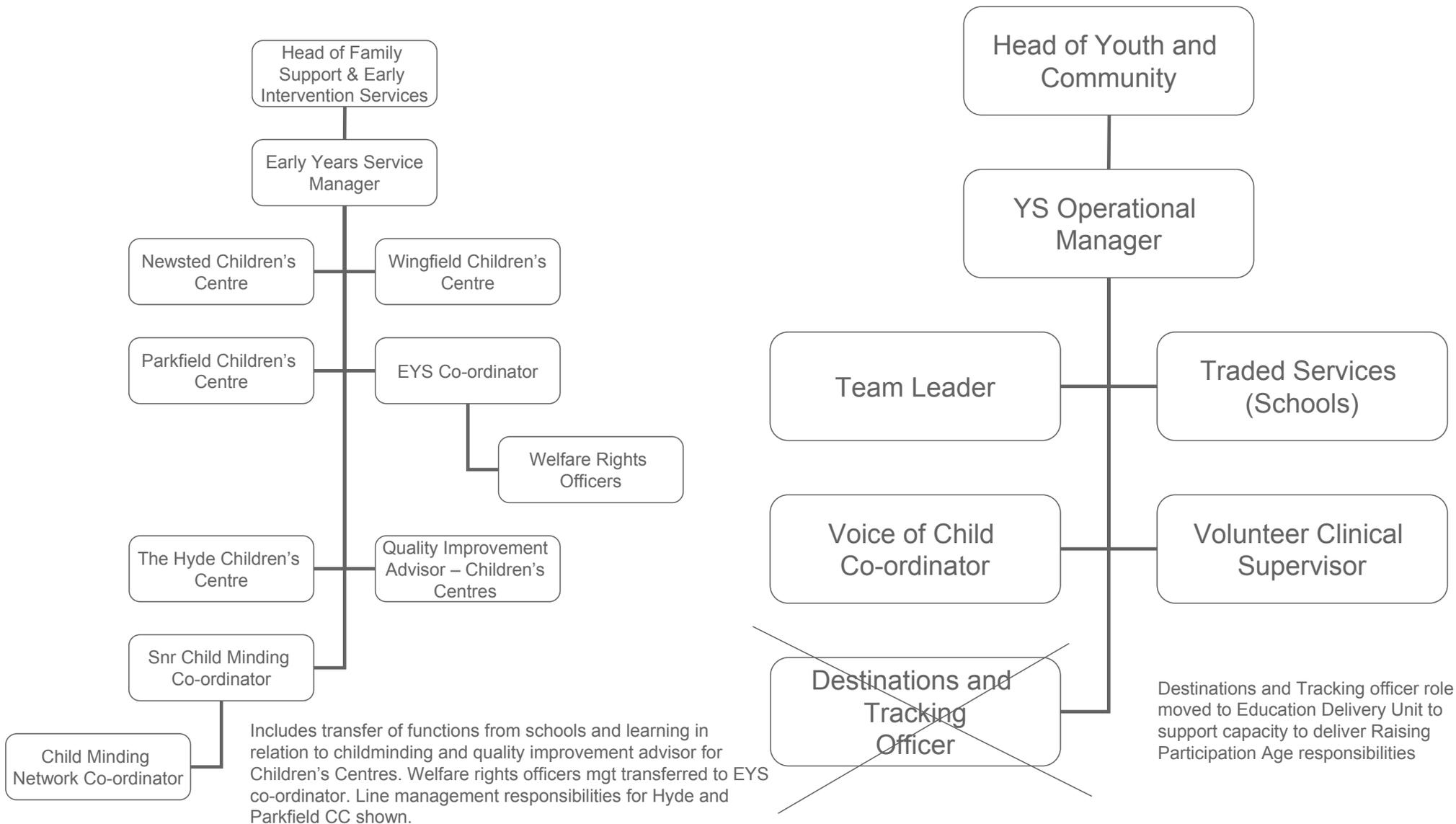


Proposed - Family Services Delivery Unit Senior Management Structure

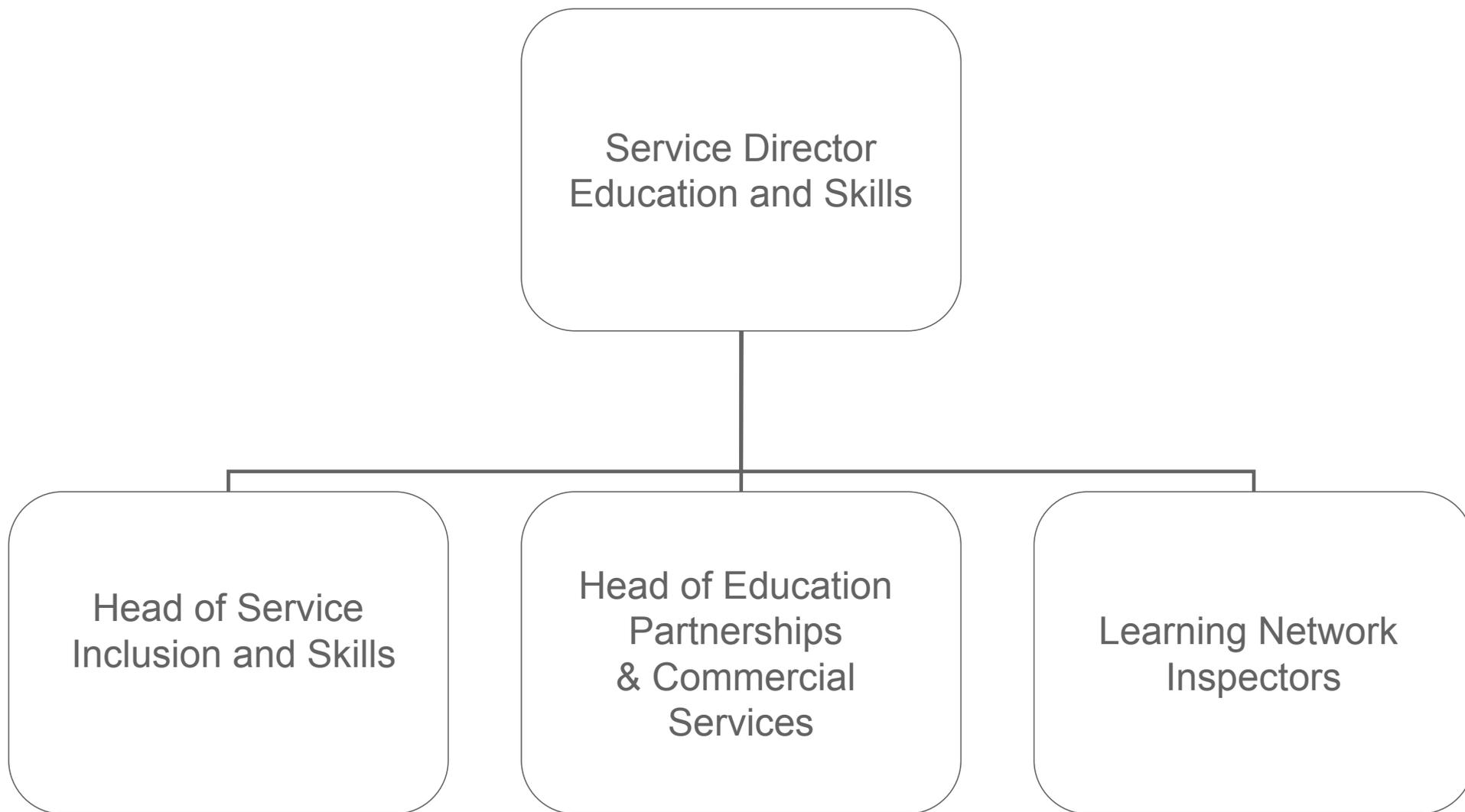


Small changes proposed to Family Services Delivery Unit – see next slide, remainder as per CS consultation document

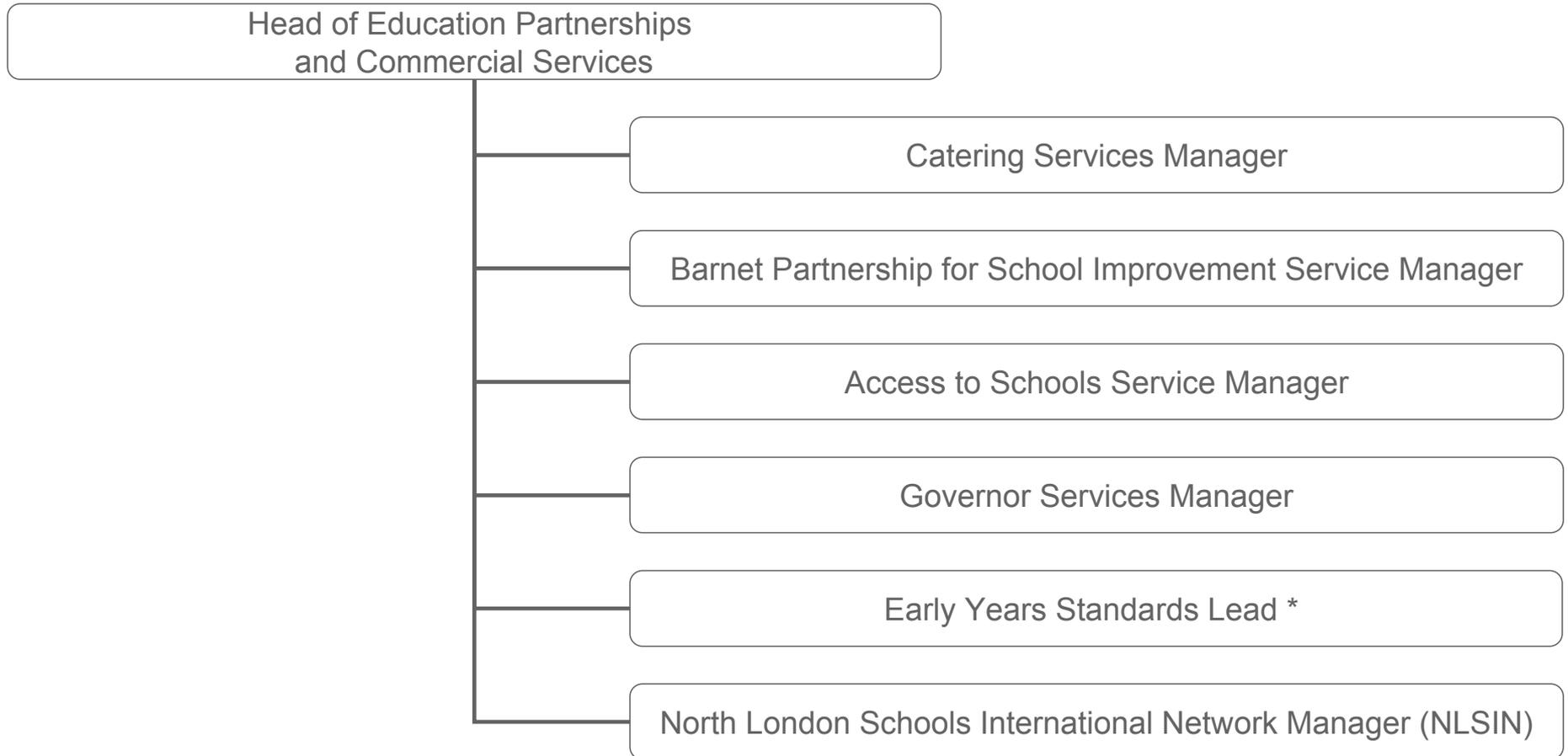
Line Management changes under Family Services



Proposed Education Delivery Unit Senior Management Structure



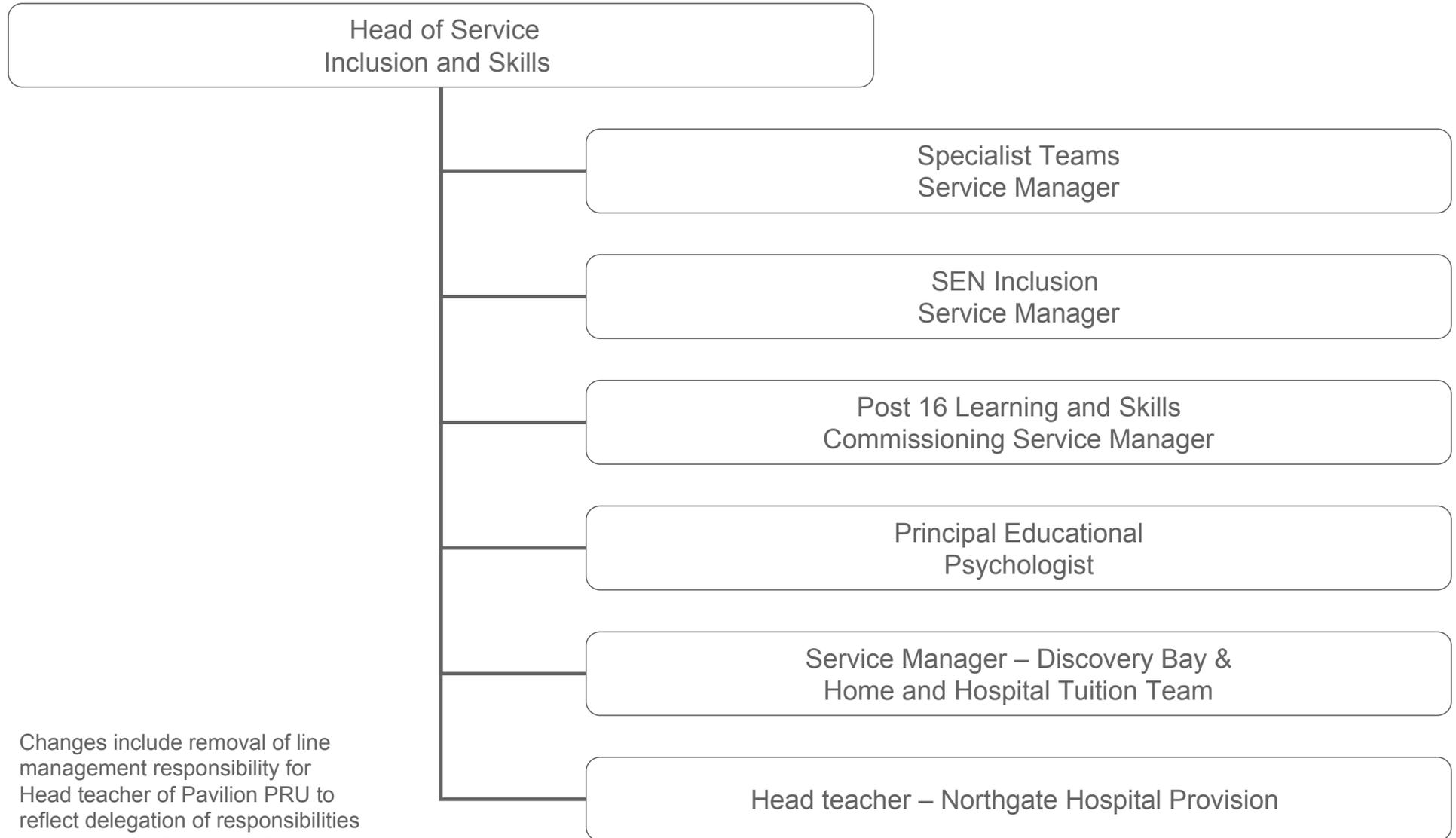
Proposal for Education Partnerships and Commercial Services



Changes include the transfer of the line management responsibility for the 14-19 advisor role to the proposed Head of Inclusion and Skills and for line management responsibilities for the Learning Network Inspectors to transfer to the Service Director for Education and Skills.

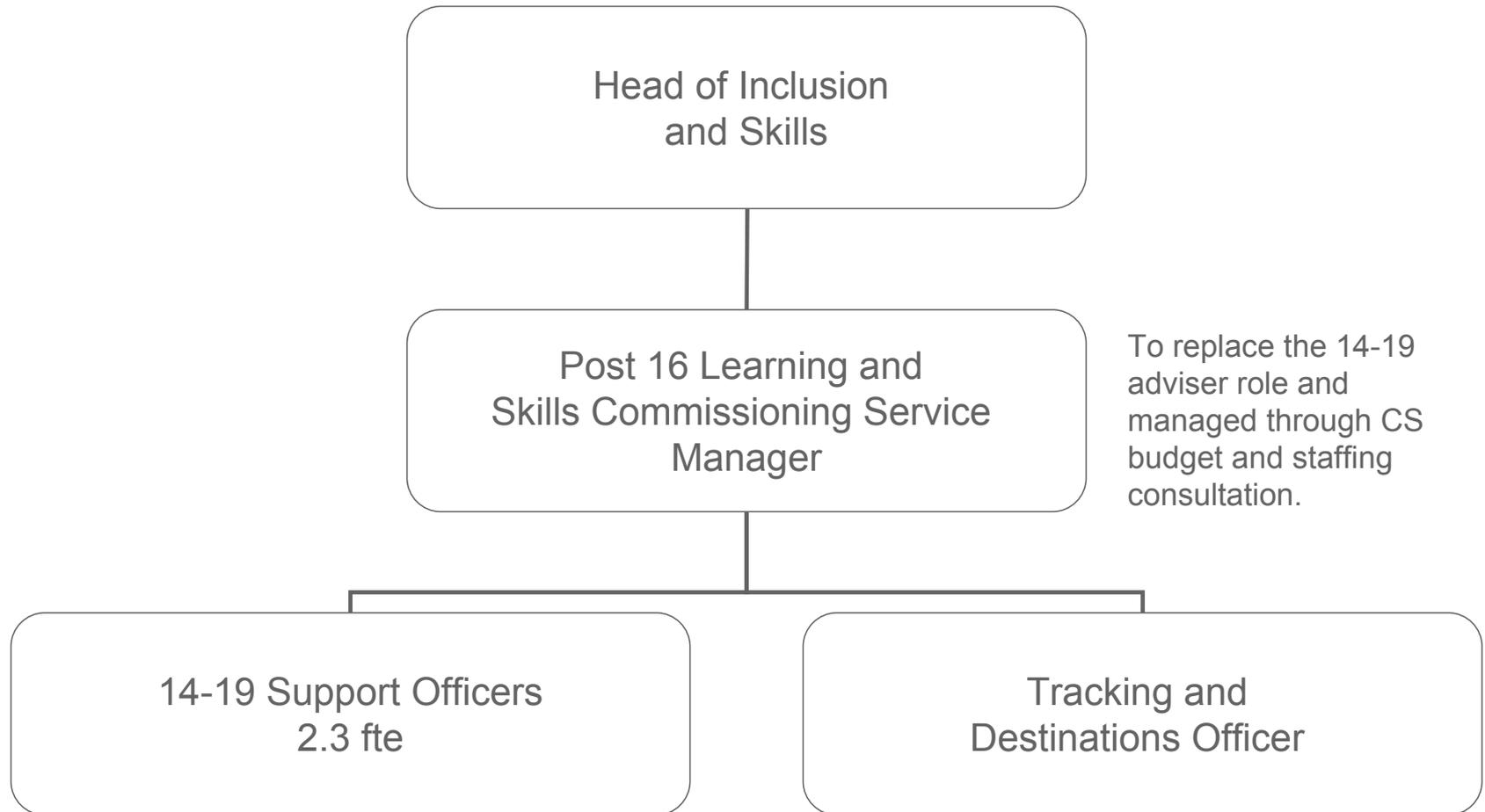
* The roles of child minding co-ordinator and quality improvement advisor for children's centres are transferred from the Early Years Standards Lead to the Early Years Service Manager in the Family Services Delivery Unit.

Proposal for Inclusion and Skills



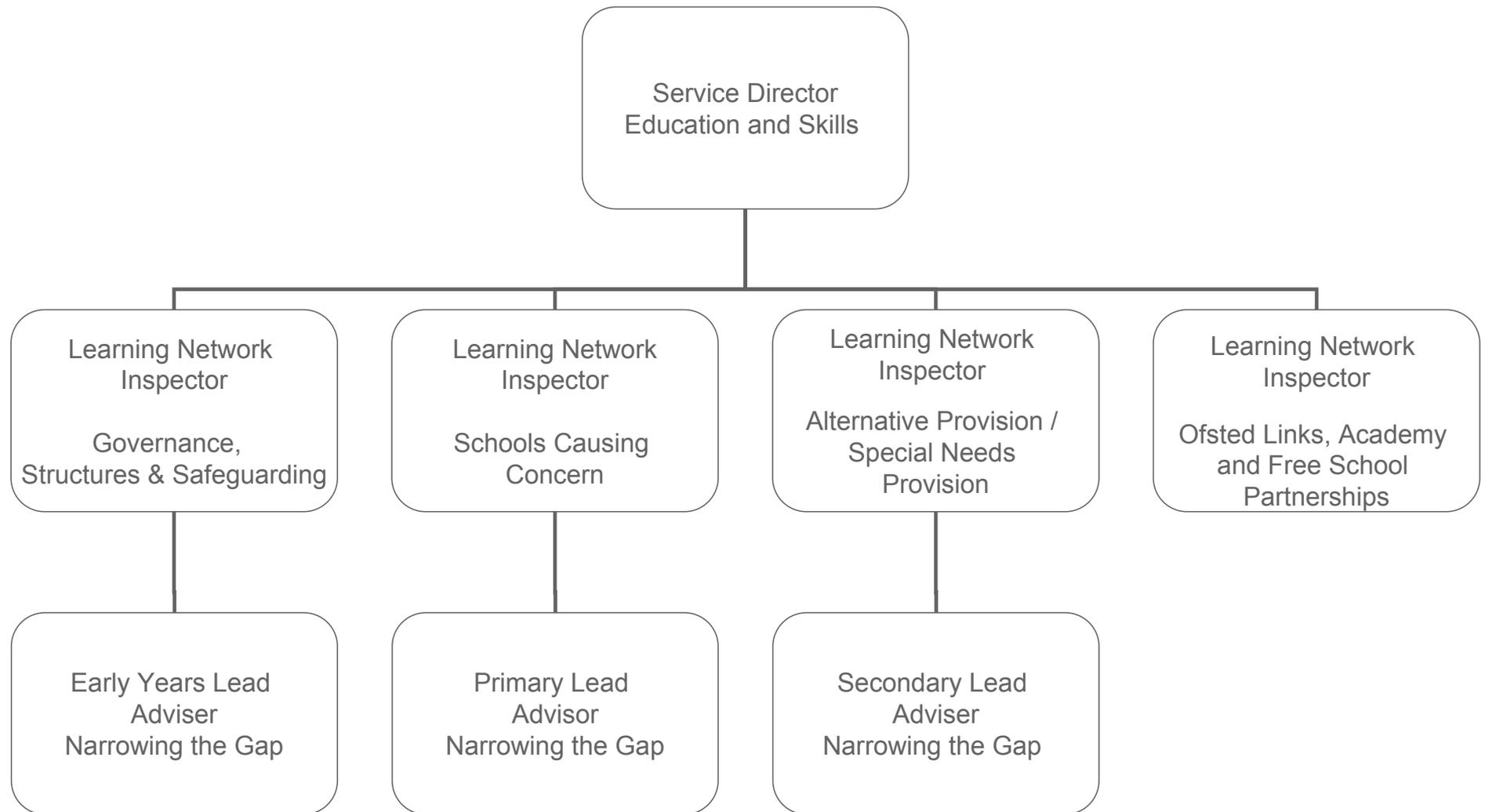
Changes include removal of line management responsibility for Head teacher of Pavilion PRU to reflect delegation of responsibilities to standalone Governing Body.

Changes under Head of Inclusion and Skills



Tracking and Destinations Officer is transferred from Youth Services to Education Delivery Unit. Other functions might need to be added to this from Youth and Communities to reflect single place for delivery of Raising the Participation Age responsibility

Proposed Changes to the responsibilities of Learning Network Inspectors



The Learning Network Advisers will have new lead areas of responsibilities to reflect the changing educational agenda.

Management of Change

- Opening of consultation on proposed new structure for delivery units for CS - 21st January 2013 for 90 days.
- Report to General Functions Committee on proposed new structure – 29th of January 2013. This will only cover
 - Deletion of Service Director role – Children’s Services
 - Incorporation of role of DCS into the role of Director for People
 - Establishment of two Service Director roles for Family Services and Education
 - Deletion of role of Head of High Needs Support and establishment of Head of Inclusion and Skills
- Interim arrangements are required to support the new senior management structure – 1st of February 2013.
- Close of consultation – 26th April 2013.
- Recruitment process undertaken for Service Director – Family Services and Service Director – Education and Skills during June / July 2013.