

# **REVIEW OF CHILDREN, EDUCATION AND SOCIAL CARE DELIVERY ARRANGEMENTS CHILDREN'S SERVICES**



Stockton-on-Tees  
BOROUGH COUNCIL

# PURPOSE OF REVIEW

- Capacity
- Succession Planning
- Resilience Moving Forward
- Strengthening and Improving Quality and Outcomes for Children's Services
- Responding to reduction in ESG and changing role of the Local Authority in relation to schools

**Consideration of future service requirements took place September 2014 – February 2015**

# BACKGROUND

- 29 staff seen on 1 to 1 basis
- All staff seem positive about working for SBC
- Most staff raised concerns around their workload / work-life balance – exploring options
- Significant number of staff seen over 50/55 years old, very few indicating they wished to work beyond 60
- A number of staff expressed interest in career development

**My initial thoughts on future structure changed following these discussions**

# KEY RECOMMENDATIONS

- **3 x Current Heads of Service posts deleted:**

- Head of Children & Young People's Services

- Head of Education, Early Years & Complex Needs

- Head of Business Support & Improvement

- **3 x New Heads of Service created:**

- Head of Safeguarding and Looked After Children

- Head of Early Intervention, Partnership and Planning

- Head of Schools and SEN



# KEY RECOMMENDATIONS Cont.

- Each Head of Service responsible for:
  - Quality Assurance
  - Performance
  - Outcomes
  - Inspection preparation and readiness
- They will also take the lead in a number of areas

# KEY RECOMMENDATIONS Cont.

- New structures provide additional capacity in some of the new service areas (over a third of a million recurring funding)
- The Schools/SEN structures address the reduction of over £1million reduction in ESG, but still allows for a focus on School Improvement and SEN
- Number of new posts created and job evaluated

# HEAD OF SCHOOLS AND SEN

## HEAD OF SERVICE SCHOOLS AND SEN

- Spark of Genius  
Educational Lead

### Chief Adviser Education

School Improvement  
Early Years Quality and Training  
Governor Support  
Workforce Development  
(Early Years and Schools)  
SCITT  
Safeguarding in Schools  
Virtual School (LAC)

### Service Manager 0-25 SEN Team

SEN – 0-25  
Local Offer  
Short Breaks, including Oasis  
Early Support Nursery

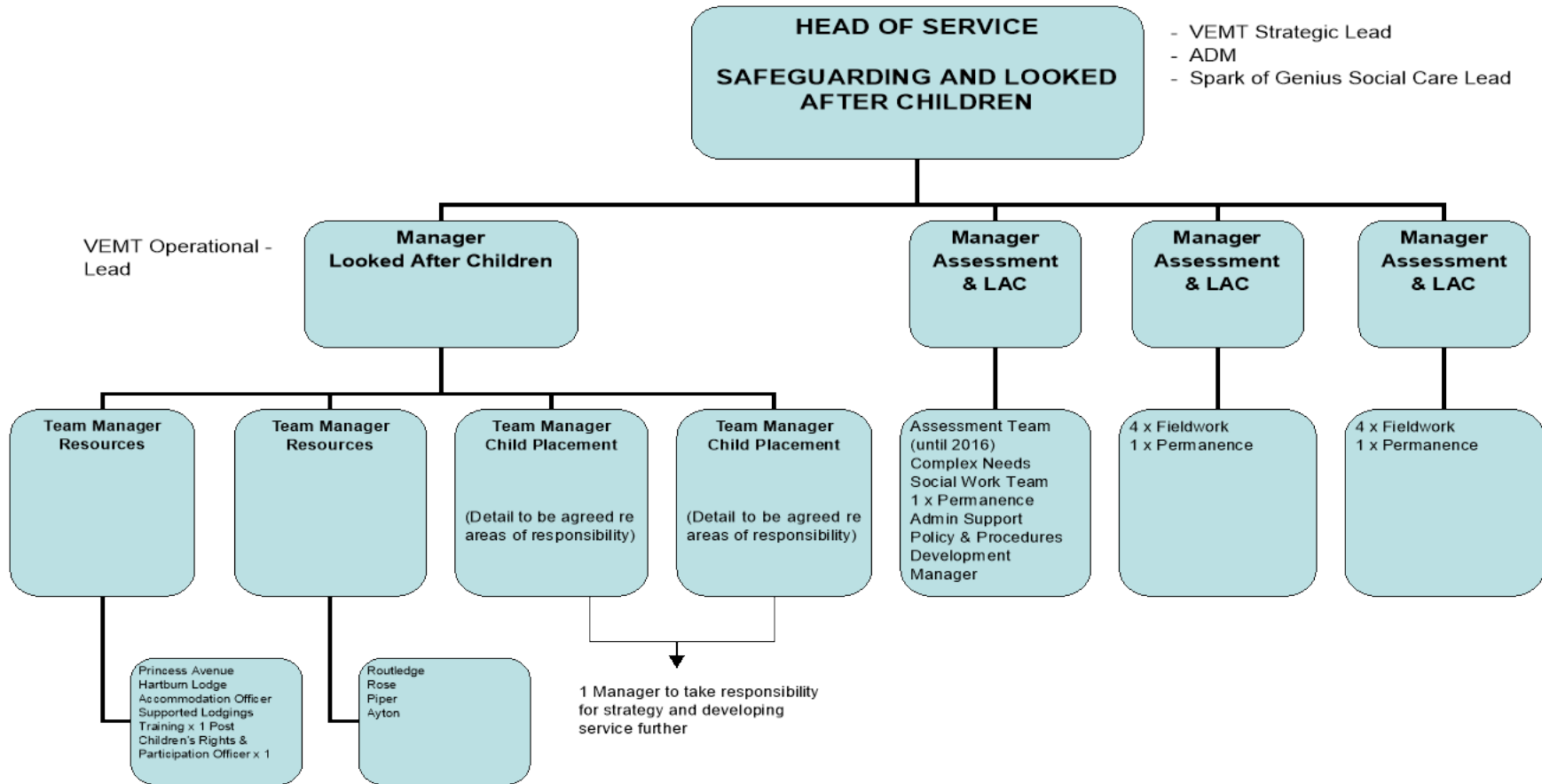
### Principal Educational Psychologist & Engagement and Intervention Team Service Manager

Educational Psychology  
Portage Service  
Case Solution Planning  
Early Intervention Team Schools



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# HEAD OF SAFEGUARDING AND LOOKED AFTER CHILDREN

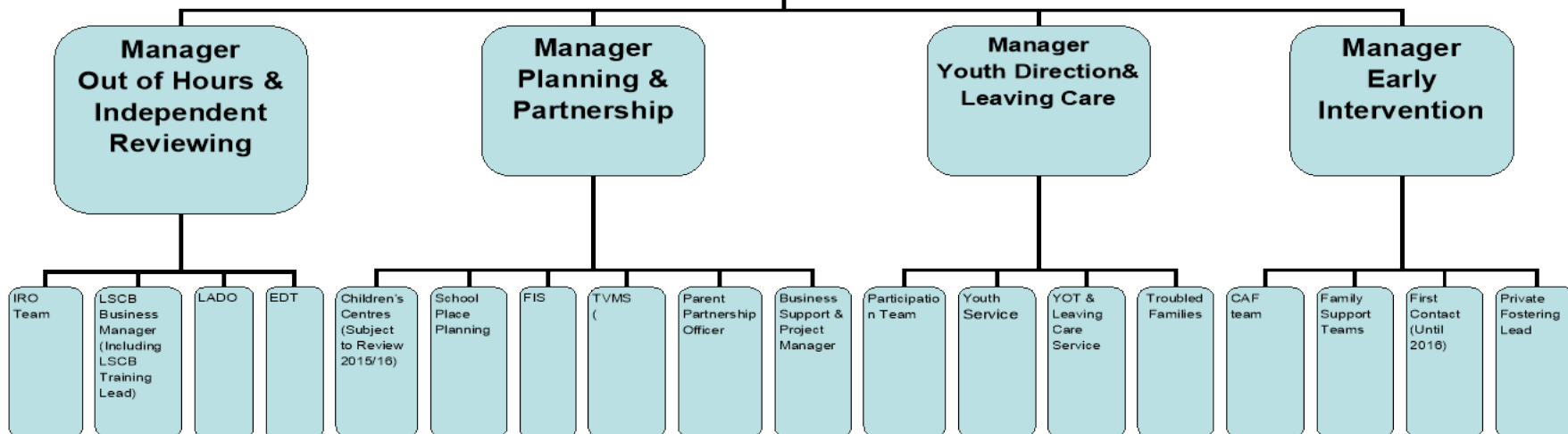




# HEAD OF EARLY INTERVENTION, PARTNERSHIP AND PLANNING

**HEAD OF  
EARLY INTERVENTION,  
PARTNERSHIP AND PLANNING**

- CYP Partnership Lead
- Early Intervention Lead
- MALAP Lead



It is proposed that the Leaving Care Services are aligned with the Youth Direction services and that they are line managed by YOT Manager for 12 months initially to monitor impact

# OTHER KEY ISSUES TO HIGHLIGHT

- Social Care Qualified 3<sup>rd</sup> Tier Managers will continue to provide Out of Hours cover, but there are now 6 posts
- 3<sup>rd</sup> Tier Social Care Managers will be required to undertake Stage 2 Complaints
- Additional Managers in Child Placement and Resources will ensure clear focus on provision, outcomes and increasing capacity/placements
- Additional Social Work Team Managers will reduce the number of staff to be line managed – this should improve quality in practice/management oversight



# OTHER KEY ISSUES TO HIGHLIGHT Cont.

- Children's Workforce Development will be line managed under a number of areas

# FUNCTIONS MOVING TO OTHER HEADS OF SERVICE

- Children's Commissioning will transfer to Strategic Manager in DPH Service
- Governance Team and Functions will transfer to Head of Policy, Improvement and Engagement and will be subject to review in approx. 3 months
- Business Support and Information/Intelligence Teams move to line management of Head of Transactional Services for 12 months initially
- Workforce Development to Adult Services

# FURTHER REVIEWS 2015/2016

- Children's Centres
- MASH Developments
- Adult Review
- Transport Policies
- Schools Organisation Phase 2
- Admin Review within Children's Social Care

# CONSULTATION

- Consultation ends 2 April 2015 and proposals may change