

BRIEFING ON REVISED MANAGEMENT ARRANGEMENTS AND STRUCTURE IN CHILDREN & YOUNG PEOPLE'S DIRECTORATE

Report By: Director of Children's Services

Wards Affected

County-wide

Purpose

1. To brief the Committee on the purpose and details of the arrangements and progress to date.

Financial Implications

2. The structure has been costed within the current management funding available.

Considerations

3. The structure arrangements are outlined in the attached chart. A briefing will be given by the Director of Children's Services at the meeting.
4. The objectives of the changes are to:-
 - establish a senior management structure that takes account of:-
 - Every Child Matters policy and statutory guidance.
Children Act 2004.
Youth Matters
Schools' White Paper - Higher Standards, Better Schools for All and the Education Bill
Primary Care Trust and other NHS Changes
Children and Young People's Plan for Herefordshire
Joint Area Review report for Herefordshire
The journey to a Children's Trust approach
 - enable key managers to develop their expertise across the whole Children's and Young People's agenda, via both new portfolios and increased working together.
 - create arrangements which are both co-ordinated, locally and multi-professional focused and which will deliver and sustain the improvements.
 - create discreet performance and finance functions incorporating relevant children's social care performance and finance arrangements and roles.
 - enhance the performance management of the work as part of Herefordshire Council's improvement in this area.

Further information on the subject of this report is available from Sue Fiennes, Director of Children's Services on 01432 260039

- create an opportunity to build a framework that is flexible, accepting that there will need to be on-going changes as priorities shift and improvements are made.
 - ensure leadership arrangements are "fit for purpose" for services and schools.
5. The Heads of Service position is that:
- Anne Heath is now confirmed as Head of Integrated Services and Inclusion
 - George Salmon is now confirmed as Head of Commissioning & Improvement (Schools & Services)
 - The Head of Safeguarding and Assessment post has been advertised nationally and the final panel for shortlisted candidates is on 12th June.
6. The lead officer roles in relation to primary and secondary education development have also been advertised nationally and an update will be given at the meeting.

RECOMMENDATION

THAT Committee are asked to note the new arrangements and advice on any outcomes they would want to see delivered from working in a more integrated manner.

BACKGROUND PAPERS

None identified.