

**To: Leadership Board**

**On: 18 September 2019**

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**Report by: Chief Executive and Director of Children's Services**

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**Heading: Management Arrangements within Children's Services**

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## **1. Summary**

- 1.1. The purpose of this report is to seek approval to implement a change to the management structure in Children's Services. This change to structure will release a saving, whilst also continuing to ensure the delivery of an integrated children's services directorate in Renfrewshire.

## **2. Recommendations**

- 2.1. Members are asked to approve the change to the senior management structure as detailed in the report and delegate authority to the Director of Children's Services to implement the change in consultation with the convenor.
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## **3. Background**

- 3.1. In 2014, a Children's Services Directorate was created bringing together Child Care and Criminal Justice with Education and Community Learning and Development. This new service was led by a Director, supported by three Heads of Service and an Assistant Director with specific remit for education.
- 3.2. The Director was also the Chief Social Worker for the council and thereafter the Assistant Director was appointed with the additional remit as Chief Education Officer.
- 3.3. Over the last five years the service has worked to become a fully integrated Children's Services Directorate. During this time, there has also been personnel changes to senior management within Children's Services. This has resulted in changes to Chief Officer posts and the position that they hold within the directorate.

- 3.4. Previously, the Director of Children's Services held the post of Chief Social Worker. This post is now the responsibility of the Head of Service (Child Care and Criminal Justice).
  - 3.5. Previously, the Assistant Director (Education) held the post of Chief Education Officer. This post is now the responsibility of the Director.
  - 3.6. Further, in April 2018, it was agreed at Leadership Board that Community, Learning and Development would transfer from Children's Services to Communities and Planning Services.
  - 3.7. Due to changes in personnel, initially on a temporary basis and thereafter on a permanent basis, the current management structure has not included an Assistant Director post. To support this, some changes were made to the remits and responsibilities of officers within the service. These changes were also made to support and reflect enough focus on national and local priorities.
  - 3.8. The priorities and the resultant outcomes are evidenced in the service improvement plans and the Standards and Quality report.
  - 3.9. Over the last eighteen months, the service have undergone a number of inspections by the Care Inspectorate and Education Scotland. These focus on the care and education of our children and young people. The outcomes of these inspections has been overall very positive.
  - 3.10. Renfrewshire is one of nine Attainment Challenge authorities. As part of this, the service were inspected in October 2018 and became the first local authority to be graded as making excellent progress.
  - 3.11. The service believe that the positive outcomes achieved will continue and as such are able to delete the post of Assistant Director.
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## **Implications of this report**

1. **Financial**  
The proposal will generate an efficiency which will support overall service efficiencies in line with council requirements.
2. **HR and Organisational Development**  
The proposal ensures that the service will continue to have an appropriate balance of skills, experience and capacity both to fulfil it's priorities and also carry out statutory responsibilities. There is no impact to any individual members of staff.
3. **Community/Council Planning**  
None.

4. **Legal**  
None.
5. **Property/Assets**  
None.
6. **Information Technology**  
None.
7. **Equality and Human Rights**  
The recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
8. **Health and Safety**  
None.
9. **Procurement**  
None.
10. **Risk**  
None.
11. **Privacy Impact**  
None.
12. **Cosla Policy Position**  
None.
13. **Climate Risk**  
None.

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### List of Background Papers

None.

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SQ/KO/LG  
27 August 2019

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