

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

10 DECEMBER 2014

REPORT OF THE CHIEF EXECUTIVE

DIRECTOR RESPONSIBILITIES – SOCIAL SERVICES, EDUCATION AND TRANSFORMATION

1. Purpose of Report

1.1 To seek approval for proposal to realign the responsibilities of the Director of Wellbeing and the Director of Children's Services, namely:

- for the Director of Wellbeing to assume line management of the Safeguarding Children Teams and therefore become the Director of Social Services and Wellbeing
- for the Director of Children's services to assume overall responsibility for the Council's transformation programme and therefore become the Director of Education and Transformation

2. Connection to Corporate Improvement Plan / Other Corporate Priority

2.1 This report links to the following corporate improvement priorities:

- Working together to help vulnerable people to stay independent;
- Working with children and families to tackle problems early;
- Working together to make the best use of our resources.

3. Background and outline of the proposal

3.1 This proposal is intended to address two key corporate concerns

1. Capacity to drive our transformation agenda

CMB has identified significant gaps in the capacity and skills in place to deliver the broad and ambitious range of major projects either in place or proposed. These projects are typically transformational in nature and their success is critical to the delivery of the Council's corporate plan and Medium Term Financial Strategy.

These gaps highlight the potential for failure in the delivery of these projects and this weakness is therefore business critical.

CMB has identified the need to realign existing resources to create a single transformation team that would both deliver corporate projects and provide professional leadership for projects being delivered within specific directorates. Furthermore, CMB has identified the need for that team and approach to have senior level leadership at Head of Service or Director level.

This proposal allows for that to take place without the need to make any additional senior management appointments.

2. Clarity and conformity over Social Care professional leadership and accountability

Legislation requires the authority to appoint a Statutory Director of Social Services. In BCBC this function is fulfilled by the Director of Wellbeing. Whilst this post holder is accountable for social services across Adults and Children's services, the overall line management for Children's services has remained with the Corporate Director of Children.

Our current approach is counter to that favoured by Welsh Government, CSSIW and the other 21 Welsh Local Authorities. The Social Services and Wellbeing Act places a greater emphasis on local authorities considering children and adults at risk more holistically.

Given the increased responsibilities of the Social Care and Wellbeing Act, our commitment to continue to strengthen the robustness of our arrangements and the potential for merger with a neighbouring local authority the following proposal is being placed before Council:

- 3.2 It is proposed that the new arrangements take effect from 1st January 2015.
- 3.3 Integration of ' safeguarding and preventative services will continue within hubs. This integration is central to the successful delivery of a number of objectives including the sustained reduction in numbers of looked after children.
- 3.4 Business support arrangements for the Existing Children's Directorate and Wellbeing Directorate will require further review to ensure ongoing efficient and effective support to both areas of service.
- 3.5 The Corporate Project Management team will move from the HR service to report directly to the Director of Education and Transformation

4. Effect upon Policy Framework & Procedure Rules

- 4.1 There is no effect.

5. Equality Impact Assessment

5.1 There are no equality implications arising from this report.

6. Financial Implications

6.1 There are no costs associated with this process.

7. Recommendation

- For the Director of Wellbeing to assume line management of the Safeguarding Children Teams and therefore become the Director of Social Services and Wellbeing.
- For the Director of Children's services to assume overall responsibility for the Council's transformation programme and therefore become the Director of Education and Transformation.
- For the Corporate Project Management team will move from the HR service to report directly to the Director of Education and Transformation.

Contact Officer: Darren Mepham

Telephone: (01656) 643227

E-mail: darren.mepham@bridgend.gov.uk

Postal Address Civic Offices
Angel Street
Bridgend
CF31 4WB

Background documents: None other than those identified within the report.