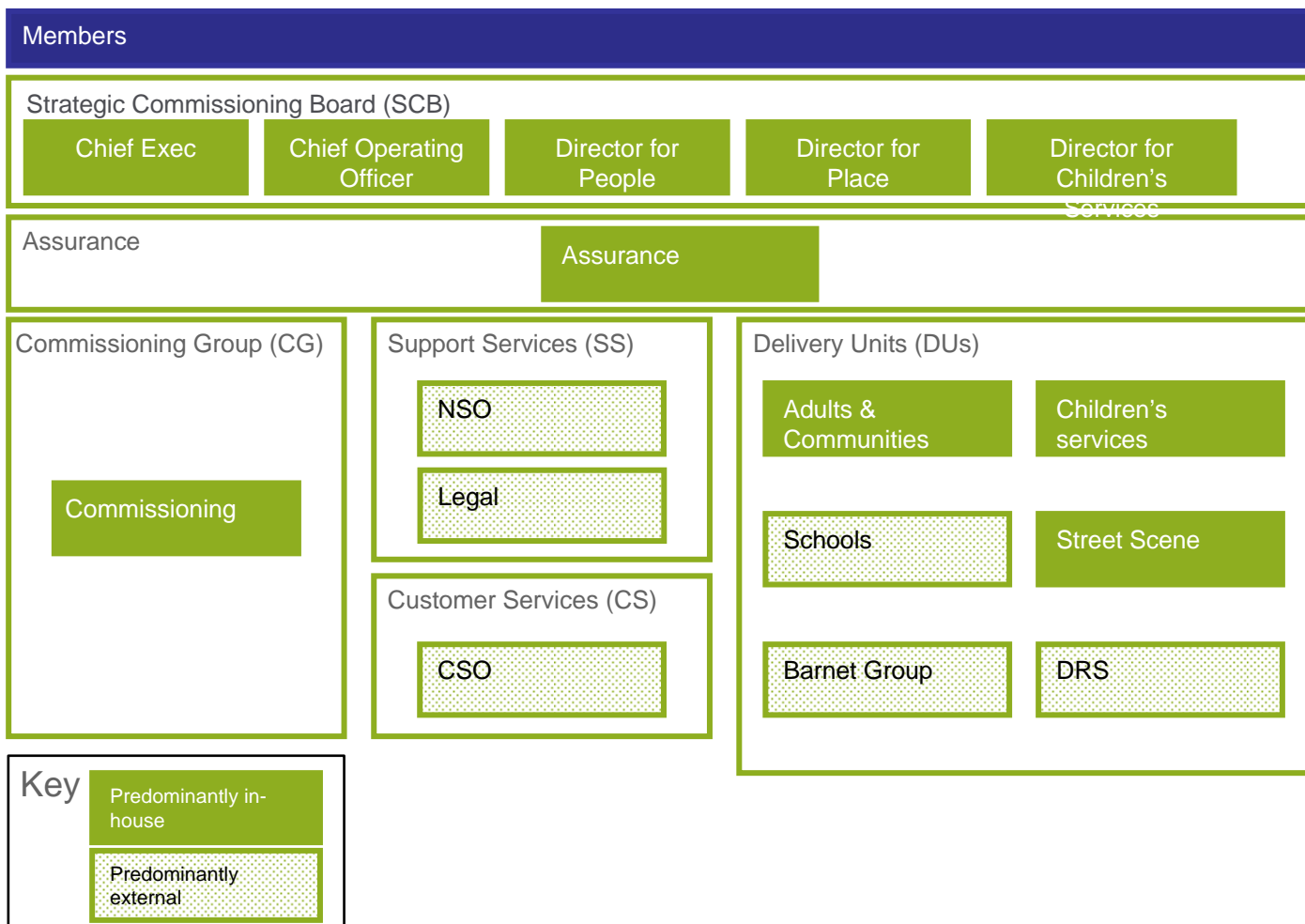


# People Structures and the delivery of Children's Services

Consultation with Heads

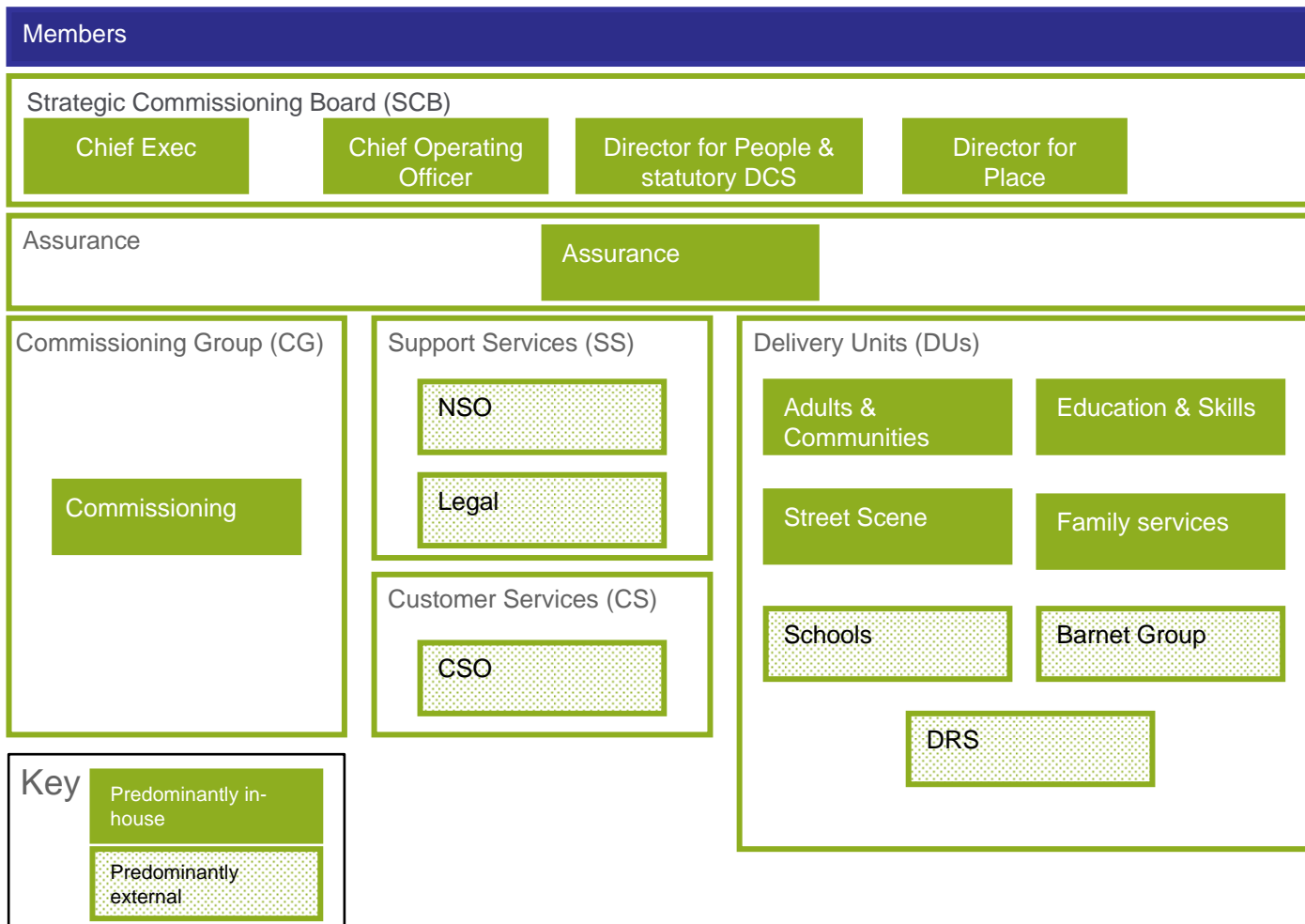
# Purpose of Consultation

- To set out a structure for Children's Services which is consistent with the statutory guidance regarding the leadership for Children's Services.
- To develop a structure which provides for the right leadership structures to respond to the changing educational agenda and provide the senior leadership capacity to embed an early intervention model for family services which effectively safeguards the most vulnerable children.
- To ensure that there is managerial capacity in place to ensure that services are delivered safely and in partnership.



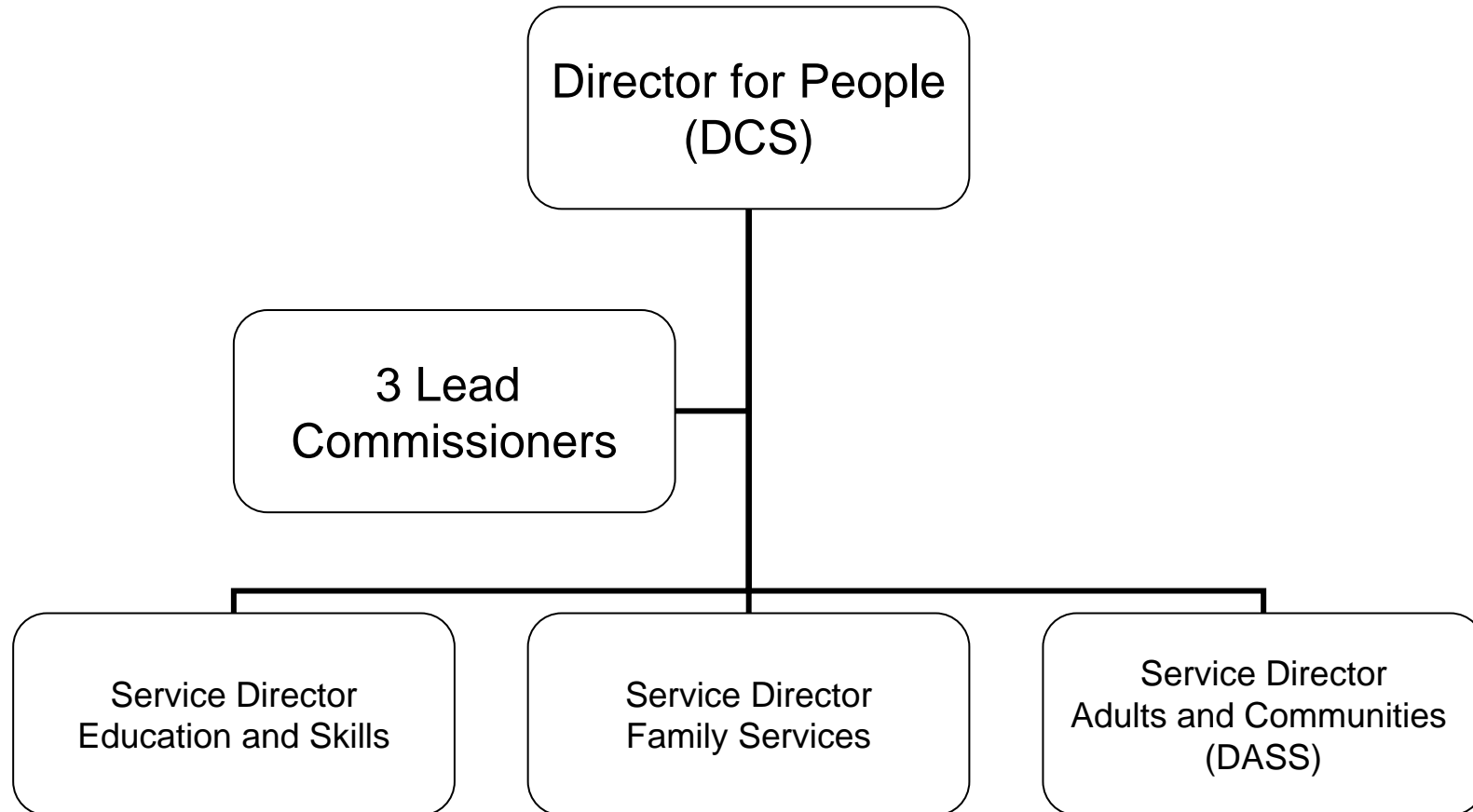
## 'As is' Operating Model for Council

as per report to GFC – April 2012



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

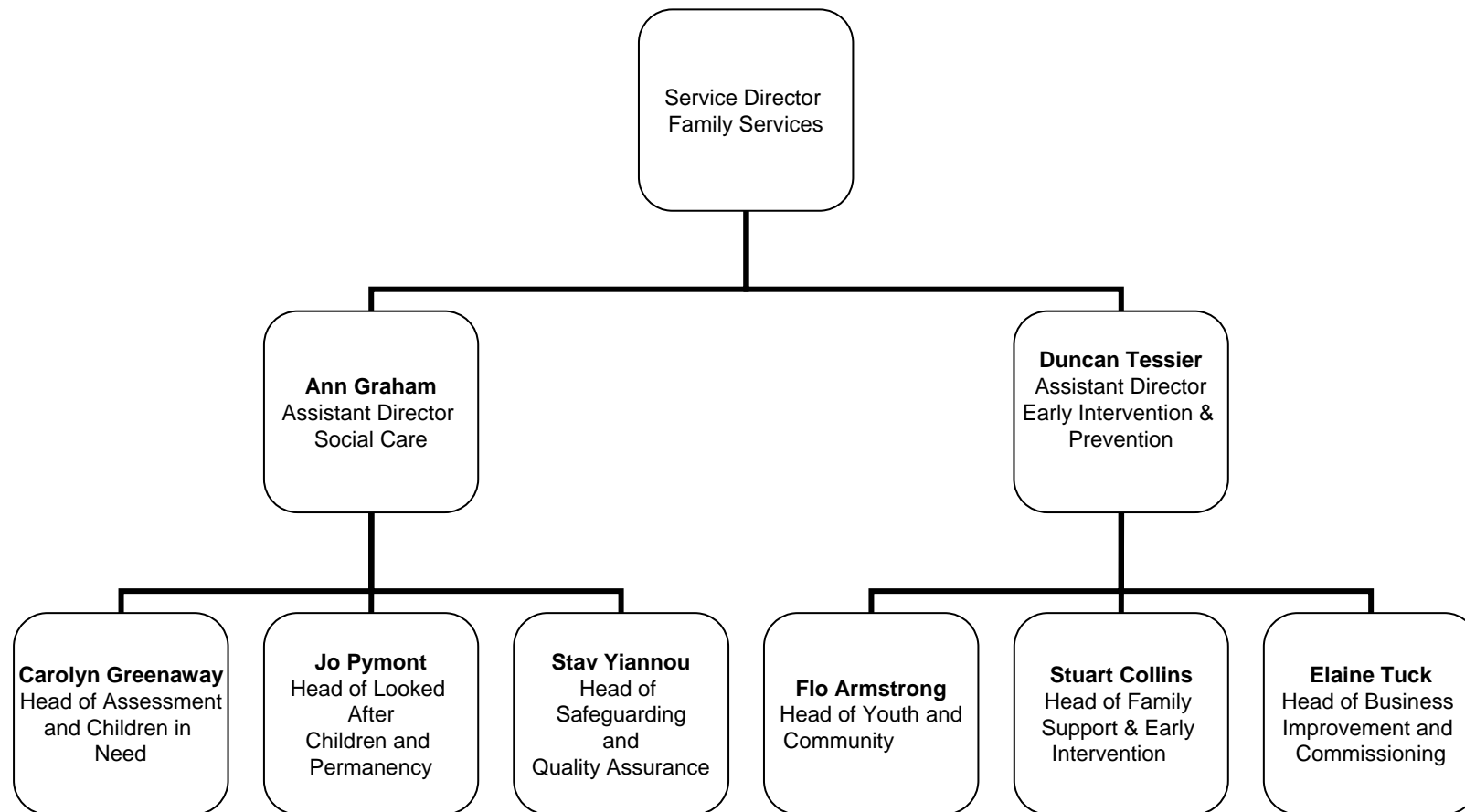
# Accountability Structure



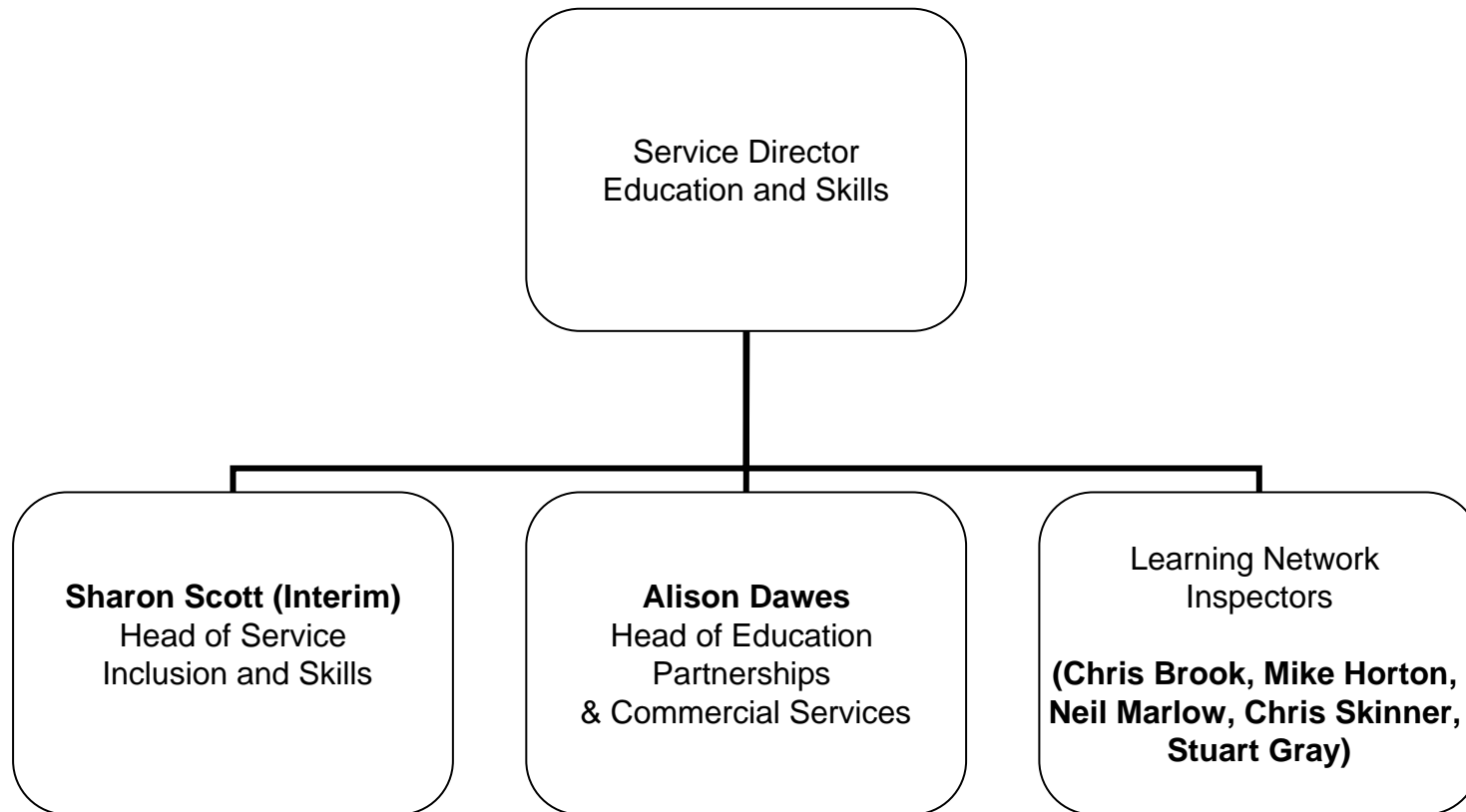
# Two Delivery Units for Children's Services

- Proposal will see the formal deletion of a standalone Director of Children's Services role with the statutory responsibilities being assumed by the Director for People.
- Proposes two delivery units covering Children's Services each headed up by a Service Director
- Service Directors to report to the DCS in line with statutory guidance.
- Education and Family Services Directors to be co-located to ensure continued joint working across children's services.
- Back office functions for Education – to be provided through the Family Services delivery unit and by NSCSO partner.
- Capacity to be developed within Education Delivery Unit to ensure that the Council meets it's responsibilities in respect of Raising the Participation Age.
- Safeguarding concerns and issues to be reported directly to the DCS through formal safeguarding meetings involving Lead Member / Director for People (DCS) / AD for Social Care.
- Both Education and Family Services Director to be members of Barnet Children's Safeguarding Board together with DCS and AD for Social Care.
- Expectation that both delivery units will explore alternative models of service delivery over first two years to include CIC (eg Learning Trust); Social Work practices; joint services with other Boroughs in line with MTFs.

# Family Services Delivery Unit- Senior Mgrs

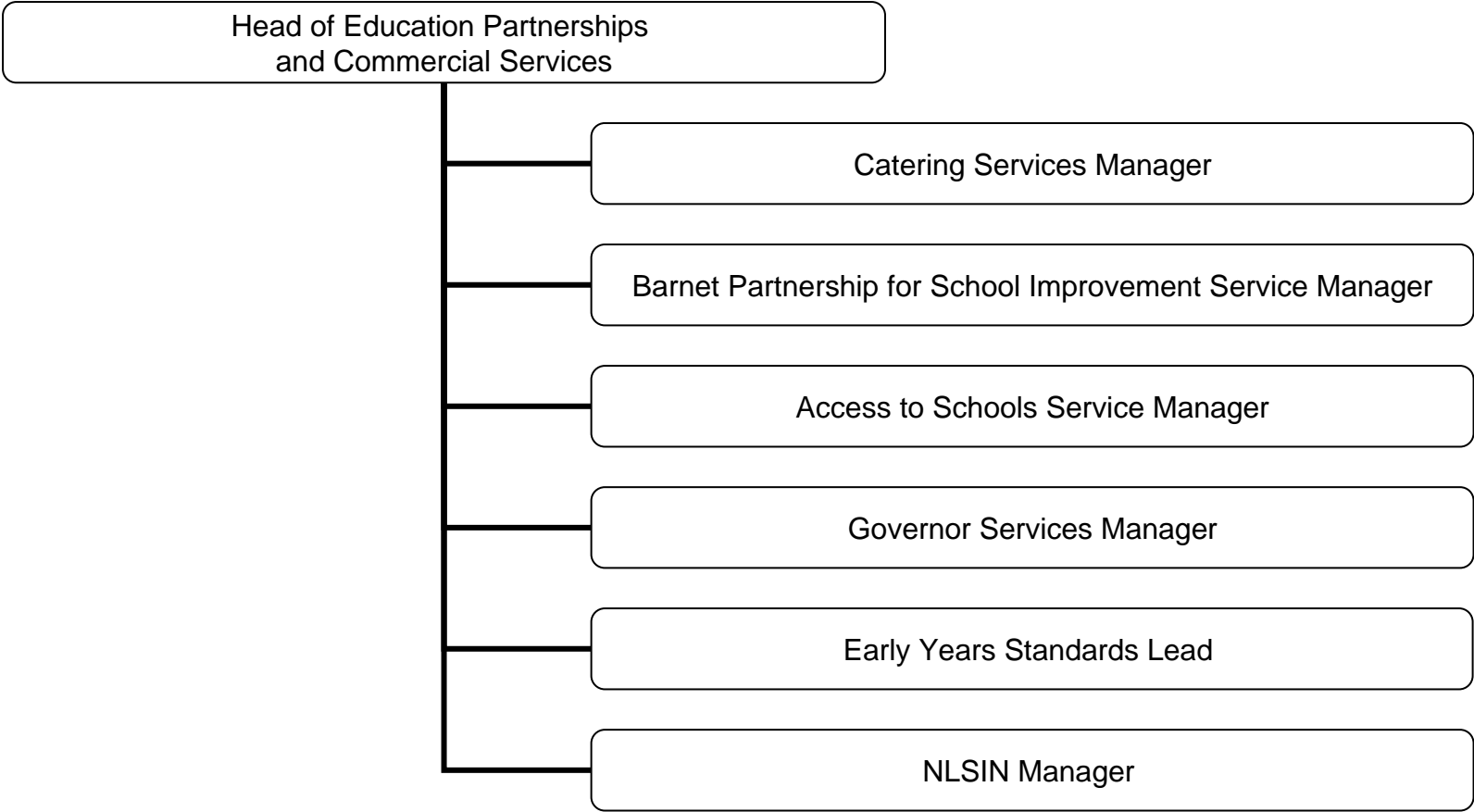


# Education Delivery Unit – Senior Mgrs

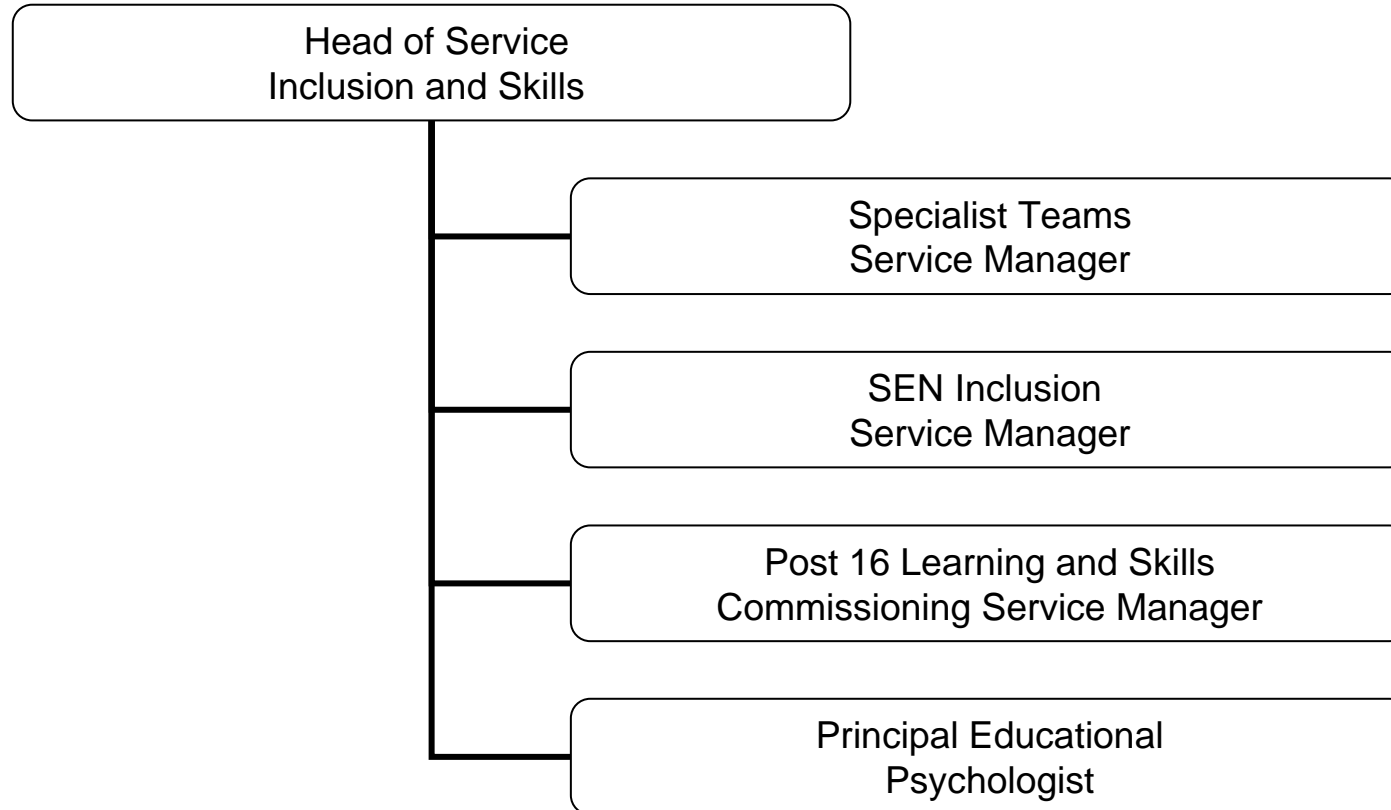




# Education Partnerships and Commercial Services

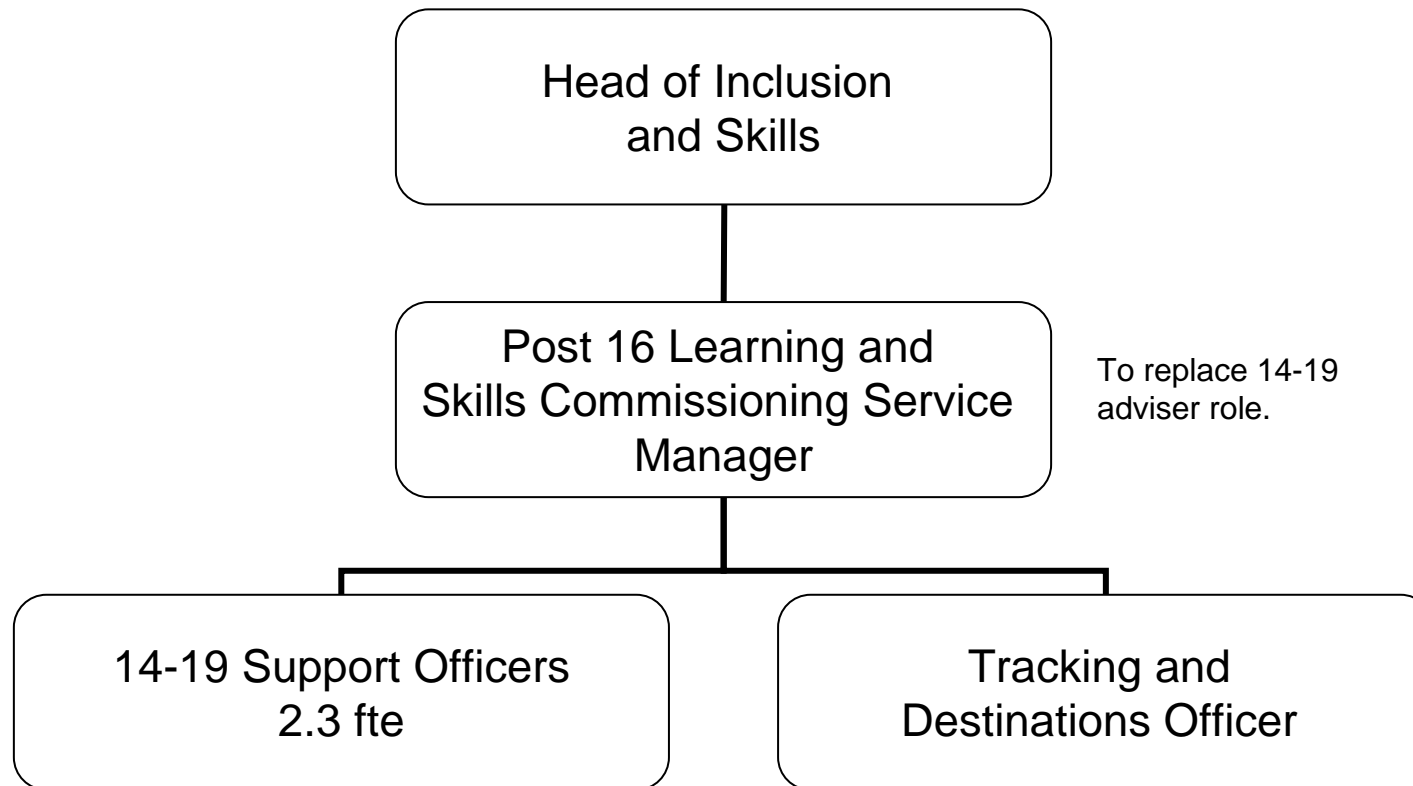


# Inclusion and Skills

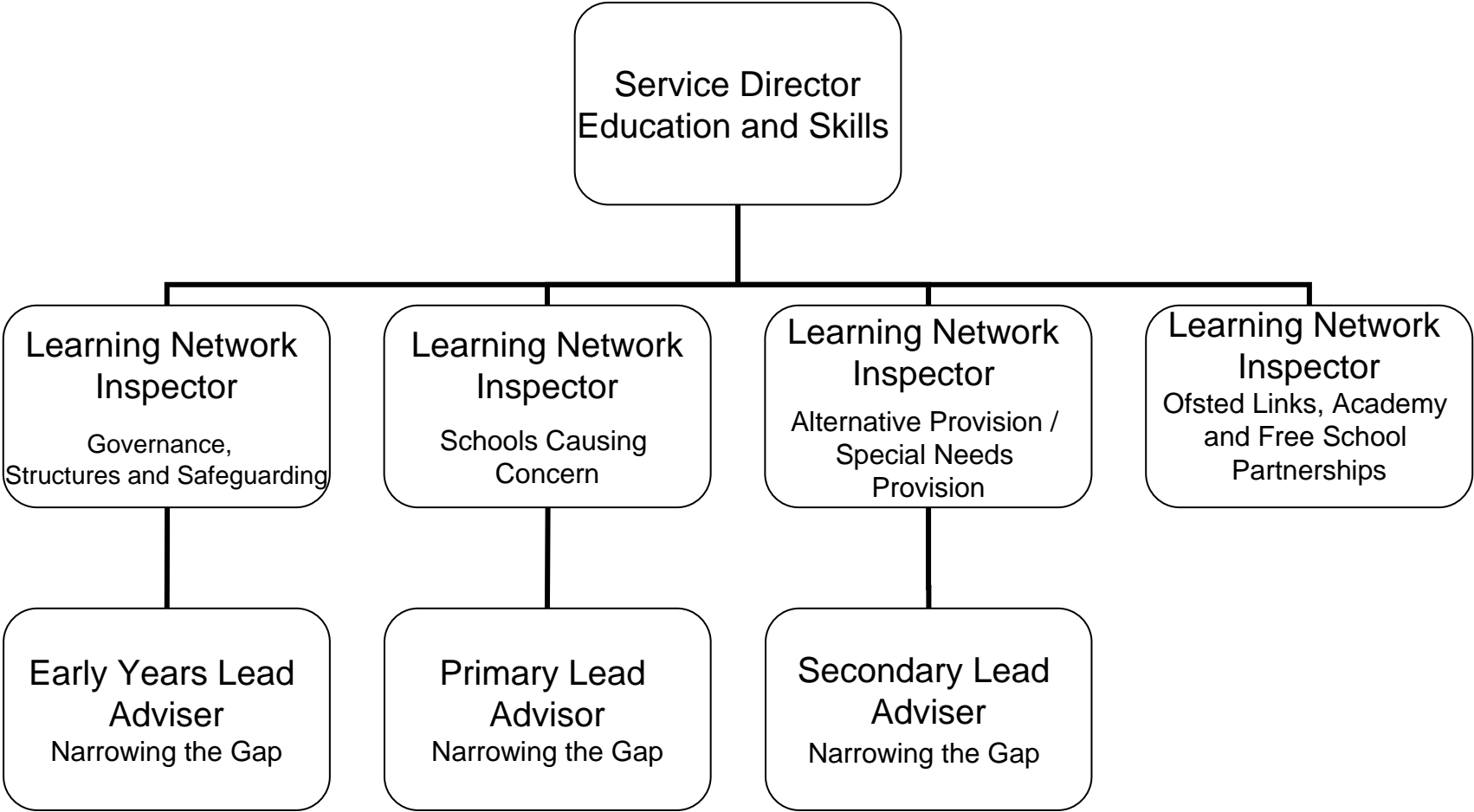


Line management arrangements for the PRUs – Pavilion, Discovery Bay, Northgate no longer responsibility of LA from 1<sup>st</sup> of April 2013

# Changes under Head of Inclusion and Skills



# Learning Network Inspectors



# Management of Change

- Opening of consultation on proposed new structure for delivery units for CS - 21<sup>st</sup> January 2013 for 90 days.
- Report to General Functions Committee on proposed new structure – 29<sup>th</sup> 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
- Close of consultation – 26<sup>th</sup> April 2013.
- Recruitment process undertaken for Service Director – Family Services and Service Director – Education and Skills during June / July 2013.

# Business Planning

Education and Skills – 2013/14

# Context for Business Plan

- Delivery of Corporate Plan Priorities
- Delivery of Children and Young People Plan Priorities
- Support effective resource management-people and finance
- Respond to the needs of our customers (residents; parents; pupils; schools; colleges; employers)

# Corporate Plan 2013-2016

## Barnet Council will work with local partners to:

**1. Create the right environment to promote responsible growth, development and success across the borough.**

**2. Support families and individuals that need it – promoting independence, learning and well-being.**

**3. Improve the satisfaction of residents and businesses with the London Borough of Barnet as a place to live, work and study.**

## In 2013, we will deliver this, by focussing our efforts on these outcomes:

- 1: To maintain a well designed, attractive and accessible place, with sustainable infrastructure across the borough.
- 2: To maintain the right environment for a strong and diverse local economy.
- 3: To create better life chances for children and young people across the borough.
- 4: To sustain a strong partnership with the local NHS, so that families and individuals can maintain and improve their physical and mental health.
- 5: To promote a healthy, active, independent and informed over 55 population in the borough so that Barnet is a place that encourages and supports residents to age well.
- 6: To promote family and community well being and encourage engaged, cohesive and safe communities.



# Proposed Corporate Plan measures and schools

- Barnet is among the top 10 per cent nationally for children achieving the early learning goals (as measured by the average point score)
- Increase the number of early years places available for eligible two year olds from 350 to 700
- Increase the percentage of children making two levels of progress in English between Key Stages 1 and 2 to 93 per cent
- Barnet is among the top 10 per cent nationally for young people achieving 5 or more GCSEs A\*-C (or equivalent) including English and Maths
- Improving outcomes among vulnerable groups:
  - Reduce the achievement gap between pupils eligible for free school meals and their peers achieving the expected level at Key Stage 2 (Level 4+ in both English & Maths) to 14 per cent
  - Increase the percentage of looked after children making the expected level of progress in English between Key Stages 2 and 4, to 35 per cent
- Reduce the rate of obesity in children, specifically:
  - a) Reducing the proportion of children aged 4 to 5 classified as overweight or obese to 20.5 per cent (remaining below the London average)
  - b) Reducing the proportion of children aged 10 to 11 classified as overweight or obese to 33 per cent (achieving the London average)
- Increase the percentage of school children who spend a minimum of two hours each week on high quality PE and school sport within and beyond the curriculum to 60 per cent