



## **Notice of a public meeting of**

### **Staffing Matters & Urgency Committee**

- To:** Councillors Carr (Chair), Aspden (Vice-Chair) and Looker
- Date:** Monday, 8 January 2018
- Time:** 3.30 pm
- Venue:** The Craven Room - Ground Floor, West Offices (G048)

### **AGENDA**

#### **1. Declarations of Interest**

At this point in the meeting, Members are asked to declare:

- any personal interests not included on the Register of Interests
- any prejudicial interests or
- any disclosable pecuniary interests

which they may have in respect of business on this agenda.

#### **2. Exclusion of Press and Public**

To consider the exclusion of the press and public from the meeting during consideration of the following:

Annexes to Agenda Items 5 and 6 on the grounds that they contain information relating to individuals and the financial affairs of particular persons. This information is classed as exempt under paragraphs 1, 2 and 3 of Schedule 12A to Section 100A of the Local Government Act 1972 (as revised by The Local Government (Access to Information) (Variation) Order 2006).

### 3. **Minutes** (Pages 1 - 4)

To approve and sign the minutes of the meeting of the Staffing Matters & Urgency Committee held on 11 December 2017.

### 4. **Public Participation**

At this point in the meeting members of the public who have registered to speak can do so. The deadline for registering is on **Friday 5 January at 5.00pm**. Members of the public can speak on agenda items or matters within the remit of the committee.

To register to speak please contact the Democracy Officers for the meeting, on the details at the foot of the agenda.

#### **Filming, Recording or Webcasting Meetings**

Please note that, subject to available resources, this meeting will be filmed and webcast, or recorded, including any registered public speakers who have given their permission. This broadcast can be viewed at <http://www.york.gov.uk/webcasts>. or, if recorded, this will be uploaded onto the Council website following the meeting.

Residents are welcome to photograph, film or record Councillors and Officers at all meetings open to the press and public. This includes the use of social media reporting, i.e. tweeting. Anyone wishing to film, record or take photos at any public meeting should contact the Democracy Officers (whose contact details are at the foot of this agenda) in advance of the meeting.

The Council's protocol on Webcasting, Filming & Recording of Meetings ensures that these practices are carried out in a manner both respectful to the conduct of the meeting and all those present. It can be viewed at [http://www.york.gov.uk/download/downloads/id/11406/protocol\\_f\\_or\\_webcasting\\_filming\\_and\\_recording\\_of\\_council\\_meetings\\_20160809.pdf](http://www.york.gov.uk/download/downloads/id/11406/protocol_f_or_webcasting_filming_and_recording_of_council_meetings_20160809.pdf)

**5. Redundancy (Pages 5 - 10)**

This report advises the Staffing Matters and Urgency Committee of the expenditure associated with the proposed dismissal of an employee on the grounds of redundancy.

**6. Pension or Exit Discretion (Pages 11 - 28)**

This report advises the Staffing Matters and Urgency Committee of the expenditure associated with pension or exit discretions in accordance with council policy.

**7. Appointment of Interim Assistant Director, Children's Specialist Services (Pages 29 - 58)**

This report seeks formal approval to establish an Appointments Committee and to delegate sufficient powers to that Committee to enable them to conduct the recruitment process, select and appoint an interim Assistant Director of Children's Specialist Services.

**8. Urgent Business**

Any other business which the Chair considers urgent under the Local Government Act 1972.

Democracy Officers

Catherine Clarke and Louise Cook (job share)

Contact details:

- Telephone – (01904) 551031
- Email [catherine.clarke@york.gov.uk](mailto:catherine.clarke@york.gov.uk) and [louise.cook@york.gov.uk](mailto:louise.cook@york.gov.uk)

(If contacting by email, please send to both Democracy Officers named above).

For more information about any of the following please contact the Democratic Services Officers responsible for servicing this meeting:

- Registering to speak
- Business of the meeting
- Any special arrangements
- Copies of reports and
- For receiving reports in other formats

Contact details are set out above.

**This information can be provided in your own language.**

我們也用您們的語言提供這個信息 (Cantonese)

এই তথ্য আপনার নিজের ভাষায় দেয়া যেতে পারে। (Bengali)

Ta informacja może być dostarczona w twoim własnym języku. (Polish)

Bu bilgiyi kendi dilinizde almanız mümkündür. (Turkish)

یہ معلومات آپ کی اپنی زبان (بولی) میں بھی مہیا کی جاسکتی ہیں۔ (Urdu)

 **(01904) 551550**

City of York Council

Committee Minutes

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Meeting	Staffing Matters & Urgency Committee
Date	11 December 2017
Present	Councillors Carr (Chair), Looker and Waller (Substitute)
Apologies	Councillor Aspden

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#### **44. Declarations of Interest**

At this point in the meeting, Members were asked to declare if they had any personal interests not included on the Register of Interests or any prejudicial or disclosable pecuniary interests that they might have had in the business on the agenda.

No Member present had any interests to declare.

#### **45. Exclusion of Press and Public**

Prior to the Committee agreeing to pass the following resolution, Councillor Waller wished it to be recorded that he was aware of concerns being expressed generally about a perceived level of secrecy within the Council, specifically in relation to business being discussed in private session. However, under the circumstances outlined relating to the specific matters identified in the report covering Minute No 48 below, the statutory requirement to exclude press and public from any discussion was agreed.

Resolved: That the press and public be excluded from the meeting during the consideration of the report and annexes to Minute No 48 below on the grounds that they contained information relating to specific individuals, this information being classed as exempt under Paragraphs 1, and 2 of Schedule 12A to Section 100A of the Local Government Act 1972 (as revised by the Local Government (Access to Information) (Variation) Order 2006).

**46. Minutes**

Resolved: That the minutes of the Staffing Matters and Urgency Committee held on 13 November 2017 be approved and then signed by the Chair as a correct record.

**47. Public Participation**

It was reported that there had been no registrations to speak at the meeting under the Council's Public Participation Scheme.

**48. Staffing Issues**

Members received a report and supporting annexes relating to complaints received against senior officers. Details of those complaints were annexed to the report, together with a report from a Solicitor, commissioned by the Local Government Association (LGA) on behalf of the Council, independently reviewing the complaints and the actions arising at a meeting of the Audit & Governance Committee, which had led to those complaints being made. Also annexed to the report were responses from the officers concerned and extracts from appropriate Council policies.

Members were advised that, under normal circumstances, such complaints would be dealt with by relevant line managers. That not being possible in the circumstances outlined to Members, the Committee were, in effect, responsible for determining the next steps in relation to the cases outlined. The options available to the Committee were set out in the report for consideration.

Members discussed those options and the issues in some detail, including prevailing organisational and cultural matters which they felt had a bearing and negative influence. It was then

Resolved: That

- (i) no further action be taken and the relevant parties (Officers affected and complainants) be informed accordingly;

- (ii) wider cross party discussions be organised with Group Leaders, initially to develop agreed joint approach to improving organisational culture;
- (iii) an appropriate report be produced for circulation to Audit & Governance Committee Members in the first instance identifying the issues raised in the independent report from the investigator appointed by the LGA.

Reason: To enable complaints to be considered and next steps determined.

Councillor D Carr, Chair

[The meeting started at 3.00 pm and finished at 4.10 pm].

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**Staffing Matters and Urgency Committee****8 January 2018**

Report of the Deputy Chief Executive and Director of Customer and Corporate Services

**Redundancy****Summary**

1. This report advises the Staffing Matters and Urgency Committee of the expenditure associated with the proposed dismissal of an employee on the grounds of redundancy.

**Background**

2. The background and detailed case surrounding the proposal is contained in the individual business case attached as an annex to this report.

**Consultation**

3. All proposed redundancies have been subject to consultation in accordance with the Council's statutory obligations.

**Options**

4. The Committee has the power within the Council's procedures to approve discretionary enhancements to redundancy and/or pension payments. The Committee does not have the power to make lower payments. By law the decisions as to whether or not to make an employee redundant rests with the Chief Executive or Officers nominated by her.

**Analysis**

5. The analysis of the proposal can be found in the respective business case.

**Council Plan**

6. Whilst the actions being proposed in the report are not material to the Council Plan they are consistent with the required outcomes of the Workforce Strategy.

**Implications**

- 7. The implications of the proposal can be found in the respective business case.

**Risk Management**

- 8. The specific risks associated with the proposal and how they can be mitigated is contained in the business case. In summary, the risks associated with the recommended option are financial, legal, operational and reputational.

**Recommendations**

- 9. Staffing Matters and Urgency Committee is asked to note the expenditure associated with the proposed dismissal of the employee on the grounds of redundancy detailed in the annexes.

Reason: In order to provide an overview of the expenditure.

**Contact Details**

**Author:**

Trudy Forster  
Head of HR  
Human Resources  
Ext 3985

**Chief Officer Responsible for the report:**

Ian Floyd  
Director of Customer and Business  
Support Services

**Report  
Approved**

**Date** 22/12/17

**Specialist Implications Officer(s):**

**Wards Affected:**

All

**For further information please contact the author of the report**

**Background Papers:**

None

**Annexes**

Annex A –Confidential Business Case

By virtue of paragraph(s) 1, 2, 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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**Staffing Matters and Urgency Committee****8 January 2018**

Report of the Director of Corporate and Customer Services

**Pension or Exit Discretion****Summary**

1. This report advises the Staffing Matters and Urgency Committee of the expenditure associated with pension or exit discretions in accordance with council policy.

**Background**

2. The background and detailed case surrounding each proposal are contained in the individual business cases attached as confidential annexes to this report.

**Consultation**

3. All of the proposed pension or exit discretions have been subject to consultation in accordance with the Council's statutory obligations.

**Options**

4. The Committee has the power within the Council's procedures to approve discretionary enhancements to redundancy and/or pension payments. The Committee does not have the power to make lower payments. By law the decisions as to whether or not to make an employee redundant rests with the Chief Executive or Officers nominated by her.

**Analysis**

5. The analysis of each proposal can be found in the respective business case.

**Council Plan**

6. Whilst the actions being proposed in the report are not material to the Council Plan they are consistent with the required outcomes of the Workforce Strategy.

**Implications**

- 7. The implications of each proposal can be found in the respective business case.

**Risk Management**

- 8. The specific risks associated with each proposal and how they can be mitigated are contained in each business case. In summary, the risks associated with the recommended option are financial, legal, operational and reputational.

**Recommendations**

- 9. Staffing Matters and Urgency Committee is asked to consider each proposal as detailed in the annexes.

Reason: In order to provide an overview of expenditure and to consider whether the Council should exercise its discretionary powers to make enhancements.

**Contact Details**

**Author:**

Trudy Forster  
Head of HR  
Human Resources  
Ext 3984

**Chief Officer Responsible for the report:**

Ian Floyd  
Director of Corporate and Customer Services

**Report Approved**

**Date** 22/12/17

**Specialist Implications Officer(s):**

**Wards Affected:**

All

**For further information please contact the author of the report**

**Background Papers: None**

**Annexes :**

- Annex A – Confidential Business Case
- Annex B – Confidential Business Case
- Annex C – Confidential Business Case
- Annex D – Confidential Business Case

By virtue of paragraph(s) 1, 2 of Part 1 of Schedule 12A  
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**Staffing Matters & Urgency Committee****8 January 2018**

Report of the Corporate Director of Children's, Education and Communities

**Appointment of Interim Assistant Director, Children's Specialist Services****Summary**

1. This report seeks formal approval to establish an Appointments Committee and to delegate sufficient powers to that Committee to enable them to conduct the recruitment process, select and appoint an interim Assistant Director of Children's Specialist Services.

**Background**

2. The current Assistant Director of Children's Specialist Services has resigned from his post and will be leaving the organisation in late January 2018. There is a need to put in place interim arrangements for the management of these services, prior to permanent recruitment to the post and to ensure that critically Children's Social Care continues to have sufficient leadership capacity in the interim period.
3. The current role of Assistant Director of Children's Specialist Services provides senior management and leadership of the following service areas:
  - 3.1 Children's social care – including referral and assessment, permanence services, courts and child protection, quality assurance and Local Authority Designated Officer (LADO).
  - 3.2 Special educational needs and disability.
  - 3.3 Educational psychology services.
  - 3.4 Emotional health and wellbeing services for children and young people.
  - 3.5 Youth Offending Team.
4. Permission will be sought to appoint permanently to an Assistant Director role following a review of the departmental management arrangements.

The current postholder's departure provides the opportunity to consider portfolio options for the senior team, following significant service changes within the directorate over the last 12 months.

5. It is proposed that a temporary appointment is advertised internally using the current job description. This is a developmental, secondment opportunity for senior staff in the Council and is in line with our People Plan to create opportunities to support and develop our employees. It is envisaged that the temporary arrangement will ensure that we can fully discharge our responsibilities in Children's Social Care. This will enable continued focus on our statutory responsibilities.

### **Consultation**

6. Consultation has taken place with the Chief Executive, Council Management Team Portfolio Lead member and the Leader of the council.

### **Options / Analysis**

7. There are no alternative options for members on the recruitment process to consider, other than simply not proceeding with the recruitment to the post.

### **Council Plan**

8. Making an appointment to this post will contribute to the delivery of the Council Plan and its priorities.

### **Associated Implications**

9. The following implications have been considered:
  - **Financial** – *The temporary appointment will be made to the current salary band which is £68,744.00 to £76,374.00*
  - **Equalities** - The post will be recruited to in accordance with the Council's Equalities policy.
  - **Legal** – Appointment will be made by temporary contract. As this is a Chief Officer appointment the Appointments Committee should include at least one Member of the Executive and the normal procedures allowing for other members of the Executive to make a "well founded objection" should be followed.
  - **HR - Human Resources (HR)** – The job description for the position of Assistant Director Children's Specialist Services is subject to the Council's established job evaluation mechanism and the grade



confirmed for the position. The Appointments Committee is in line with the constitutional requirements for the recruitment and appointment of Chief Officers.

Any future proposals following the review of the senior management arrangements will be subject to the appropriate decision making process.

- **Crime and Disorder** – There are no crime and disorder implications
- **Information Technology (IT)** – There are no IT implications
- **Property** – There are no property implications
- **Other** – There are no other implications.

### **Risk Management**

10. Appointment to this post on an interim basis until a permanent appointment can be made will ensure the council can fulfil statutory duties in Children's Specialist Services maintaining momentum in delivery of the priorities of the Council Plan.

### **Recommendations**

11. It is recommended that Staffing Matters and Urgency Committee:
  - a) Approve the recruitment in an interim capacity to the role of Assistant Director Children's Specialist Services Chief Officer grade 10 £68,744.00 to £76,374.00
  - b) Approve the advertising of this opportunity internally only.
  - c) Approve the establishment of the Appointments Committee and the committee be authorised to conduct the interview, and select a successful candidate and make an offer of interim employment subject to the necessary employment procedures and standing orders

Reason: To progress the appointment and reduce risks highlighted in the report in relation to this critical role required to deliver the Council's statutory responsibilities.

**Contact Details**

**Author:**

Jon Stonehouse  
Corporate Director of  
Childrens, Education &  
Communities

**Chief Officer Responsible for the report:**

Jon Stonehouse  
Corporate Director of Childrens, Education &  
Communities

**Report  
Approved**



**Date** 22 December  
2017

**Specialist Implications Officer(s)**

Human Resources: Claire Waind, HR Manager

Legal: Andrew Docherty, Assistant Director, IT Democratic & Legal  
Services

Finance: Richard Hartle, Finance Manager

**Wards Affected:** List wards or tick box to indicate all

**All**



**For further information please contact the author of the report**

**Annex:**

- A. Chief Officer Recruitment Protocol
- B. Conditions of Service – Assistant Director of Children’s Specialist  
Services
- C. Structure Chart
- D. Job Profile

**Chief Officer\* Recruitment Process - Officer / Members decisions**

\* A Chief Officer is defined as an officer who is employed under the Joint Negotiating Committee for Chief Officers of Local Authorities Terms & Conditions.

<b>Key Recruitment &amp; Selection decision stages</b>	<b>Officer Decision / Member Decision</b>
1. Develop proposal to create a new or amend an existing Chief Officer post	Officer decision: Chief Executive or Director
2. Establish a new temporary or permanent Chief Officer post	Member decision
3. Develop and agree Job description & Person Specification	Officer decision
4. Confirm the grade of the post	Officers to implement job evaluation outcomes within Chief Officer pay structure
5. Agree recruitment budget	Officers decision subject to budgetary provision
6. Commence recruitment activity	Officer proposal subject to Member decision
7. Establish Appointments Committee	Officer proposal subject to Member decision
8. Confirm method to source applicants i.e. advert, use of search / consultancy services	Appointments Committee subject to proposal from Officers (Chief Executive or Director and Head of Human Resources or nominated substitute). Proposal to include recommendation on advertising media and a recommendation to use external recruitment consultants or run in-house and if so, what services to use. Options include search, response handling, technical assessment, long-listing, shortlisting, support at final stage or a combination

	<p>therein. Criteria to be considered are:</p> <ul style="list-style-type: none"> <li>i. Grade and salary in relation to the market;</li> <li>ii. Current employment market situation;</li> <li>iii. Design of post and likelihood of direct skills match;</li> <li>iv. Technical expertise being sought;</li> <li>v. Ability to conduct technical assessment in-house;</li> <li>vi. CYC capacity to handle in-house.</li> </ul>
9. Long-list applicants	Officer decision in accordance with job description and person specification
10. Interview long listed applicants / conduct selection tests / assessment centre	Officer panel or recruitment consultant
11. Short list applicants	Officer decision in accordance with job description and person specification
12. Informal reception event(s) for short listed candidates (not part of the recruitment process)	Officer decision in consultation with Appointments Committee to determine invitees
13. Final selection process	Appointments Committee, advised by Officers (Chief Executive or relevant Director and Head of Human Resources, or nominated substitute) and recruitment consultants (if appropriate)
14. Determine salary of role to be offered	Appointments Committee, subject to Council pay policy and within job evaluated range for post
15. Agree appointment	Appointments Committee subject to Standing Orders (objections from the Executive)

## **Conditions of Service**

### **Assistant Director – Children’s Specialist Services**

The post you are interested in is subject to the Schemes and Conditions of Service of the Joint Negotiating Committee for Chief Officers of Local Authorities as supplemented by any local collective agreements negotiated on behalf of the employees and by the rules of the Council.

#### **Health**

Prospective employees must be cleared by the Occupational Health Service as medically fit for employment by City of York Council, and are advised not to give notice to terminate their present employment until clearance has been received.

#### **Probationary period**

Appointments from outside local government are subject to the successful completion of a six month probationary period.

#### **Reporting line**

This post reports to the Corporate Director Children, Education and Communities.

#### **Targets**

Objectives and targets will be agreed with the Director of Adult Social Care to reflect the Council’s strategic priorities.

#### **Salary**

The appointment will be made in the Chief Officer Grade 10 range. The salary levels within the grade are as follows:

Point 61	£68,744
Point 62	£71,184
Point 63	£73,618
Point 64	£76,374

The starting salary will be determined by the Appointments Panel of elected Members.

Salaries are paid on the last working day of the month. The salary is indexed to the JNC cost of living pay awards currently effective from 1st April each year.

#### **Annual leave**

The annual leave entitlement is 30 days increasing by five days after five years continuous local government service, plus eight public holidays per annum.

**Pension**

Membership of the Local Government Pension Scheme will be automatically continued for all employees who transfer from another Local Authority, unless they gave notice that they no longer wish to contribute. Membership of the scheme is automatic for new employees unless they state otherwise.

**Car mileage for business use/Car parking**

A mileage allowance of 45.0p per mile (up to 8,500 miles) is payable for business use.

**Hours of Work**

Working hours in this post will be subject to the needs of the service.

**Whole time service**

The postholder will be expected to devote his or her whole time to the work of the Council and not engage in any other business or employment without the prior knowledge and approval of the Council.

**Sickness Absence**

Any entitlements related to absence due to sickness or injury are as set out in the JNC for Chief Officers agreement. Officers are entitled to receive sick pay for the following periods:

During 1 <sup>st</sup> year of service months service)	1 month's full pay and (after completing 4 2 months half pay
During 2 <sup>nd</sup> year of service	2 months full pay and 2 months half pay
3 <sup>rd</sup> year of service	4 months full pay and 4 months half pay
During 4 <sup>th</sup> & 5 <sup>th</sup> year of service	5 months full pay and 5 months half pay
After 5 years of service	6 months full pay and 6 months half pay

**Retirement**

The normal retirement age of all Council employees, irrespective of gender, is 65 years.

**Period of Notice**

The written notice required to terminate employment in this post will be three months on either side.

**Canvassing**

Applicants for appointment must not canvas any Member or employee of the City of York Council in respect of their application. There is, however, no objection to any of the aforementioned providing written references in respect of applicants. Applicants related to any of the above must disclose the fact.

**Political Restriction**

This post is politically restricted and is subject to the restriction of political activities imposed by the Local Government and Housing Act 1989, and as outlined in the City of York Council's Employee Code of Conduct.

**Further Information**

If you would like an informal discussion about the post, please contact Jon Stonehouse, Director of Children Education and Communities.

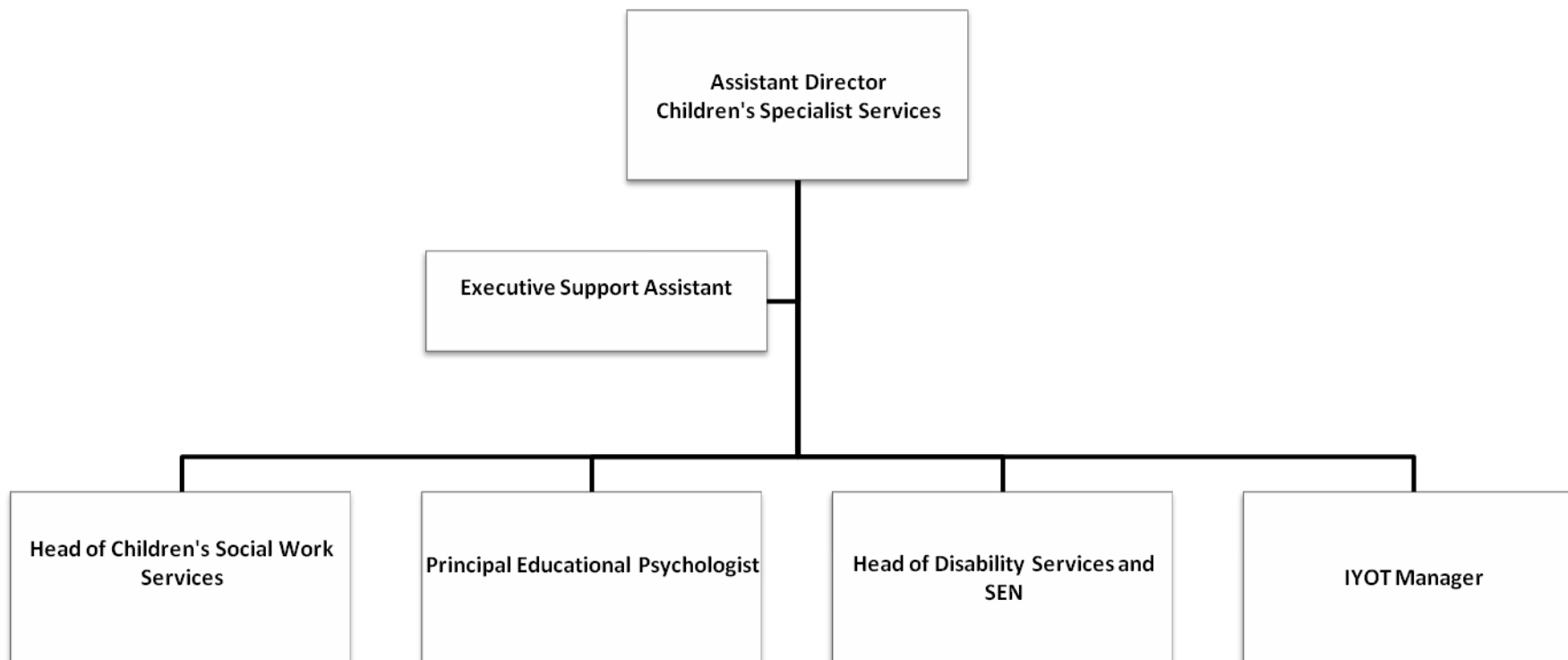
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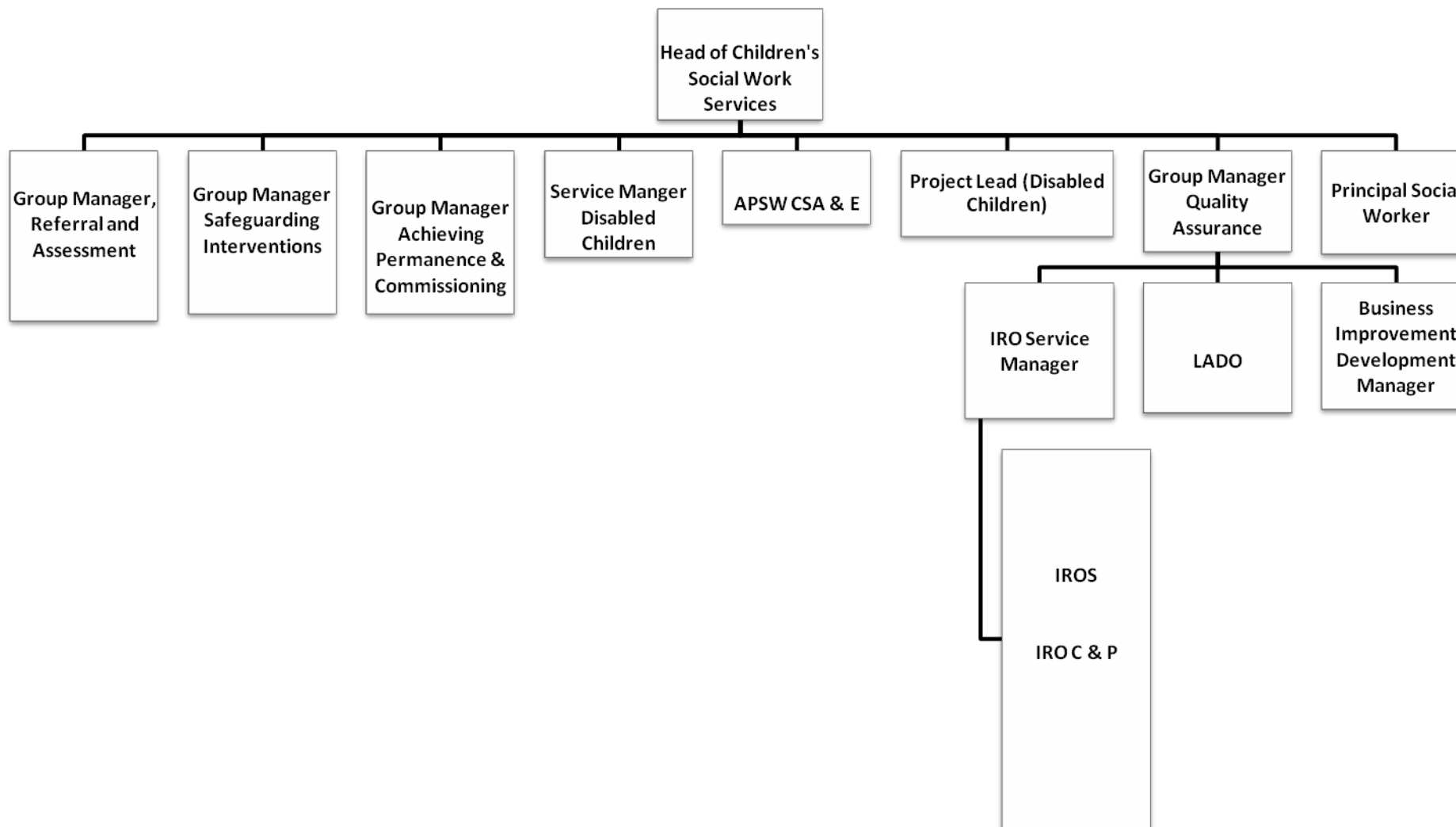


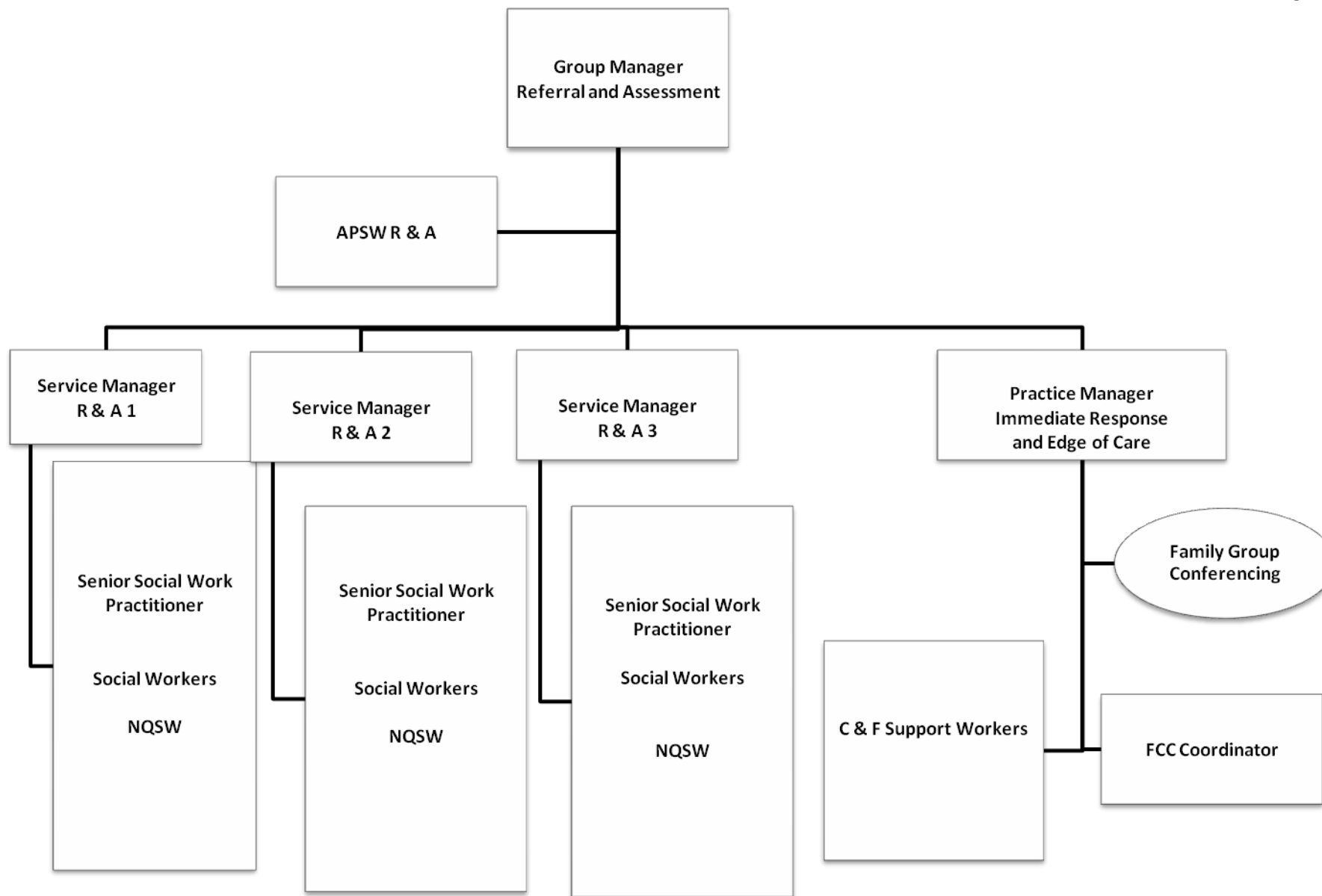
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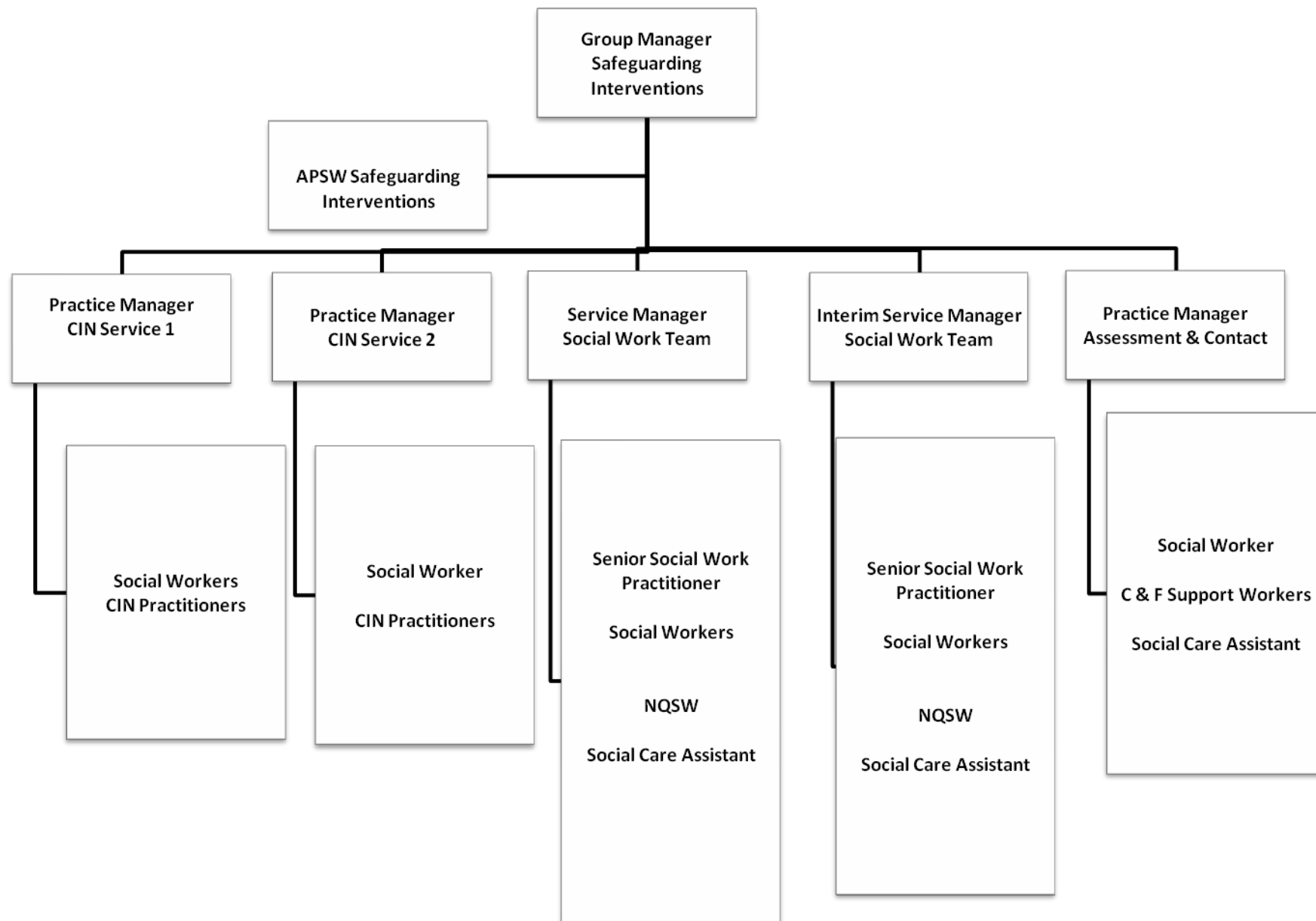
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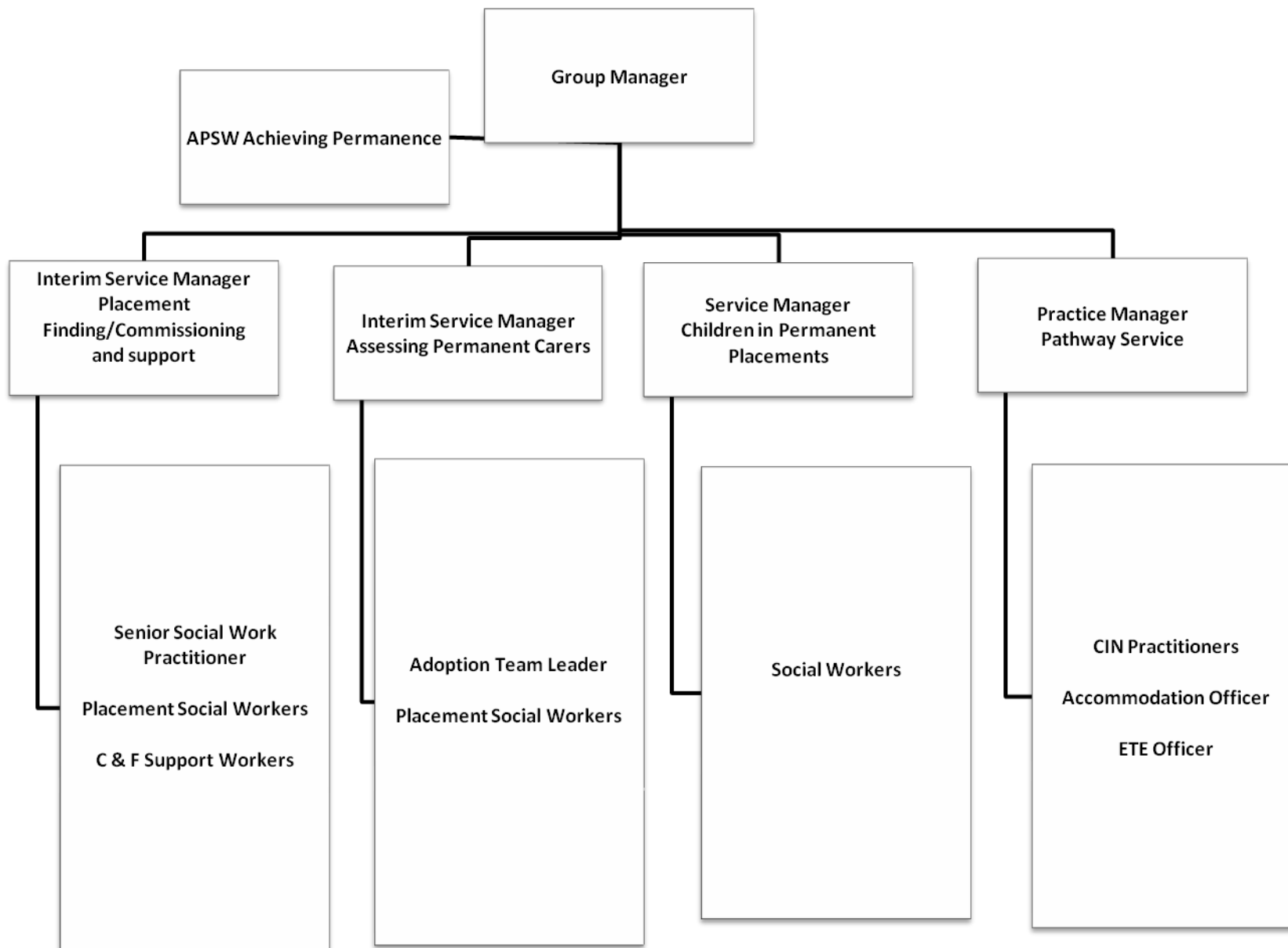
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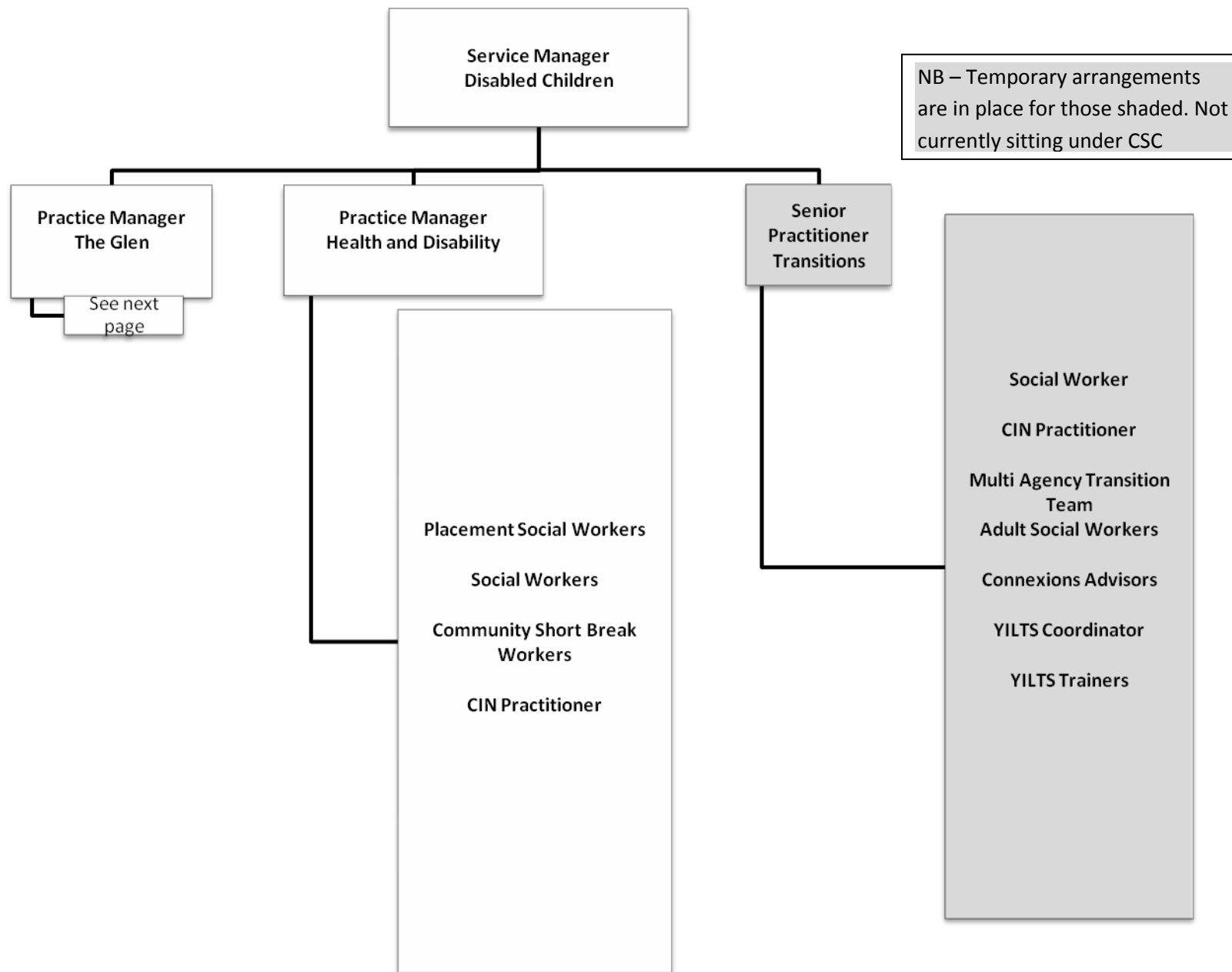


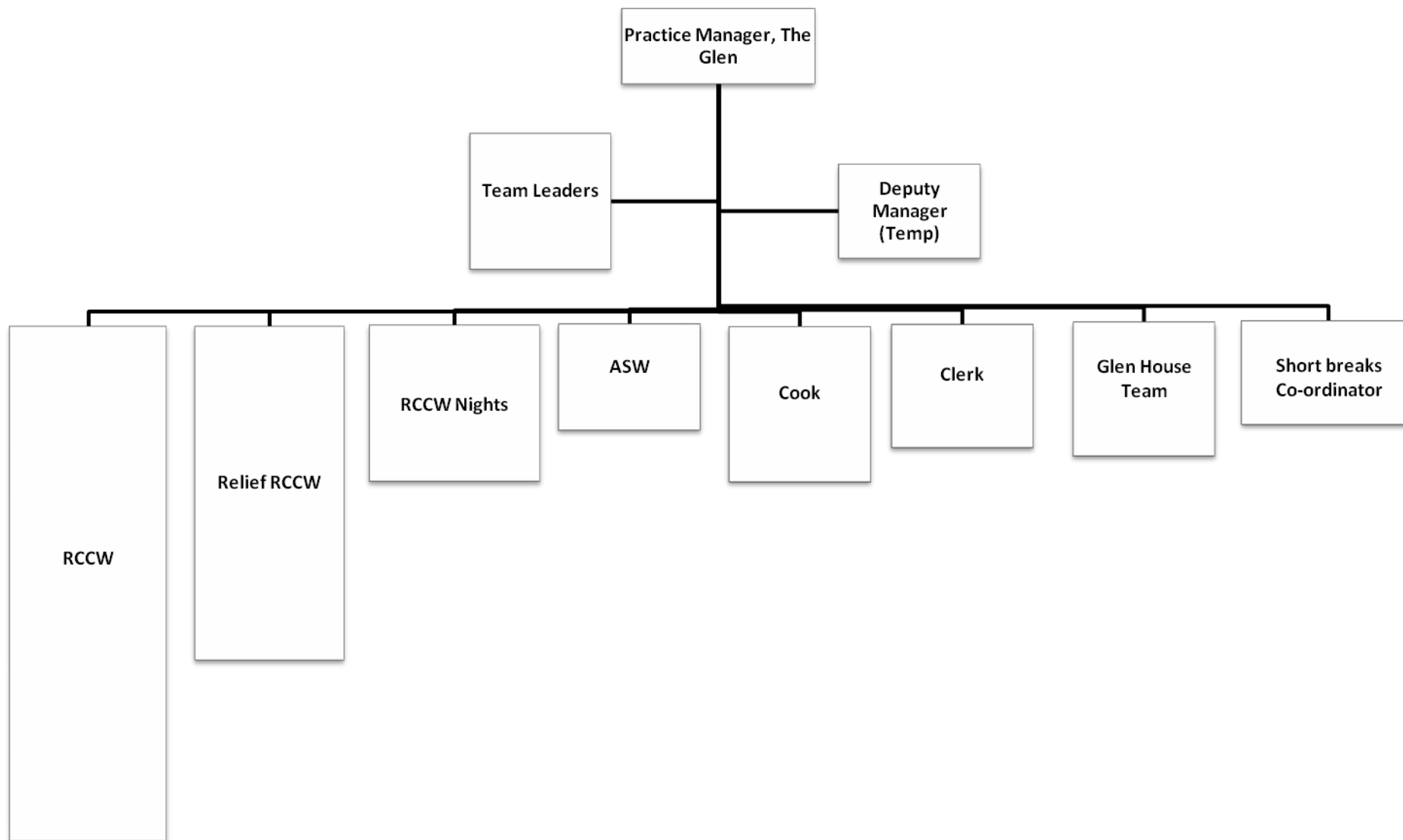




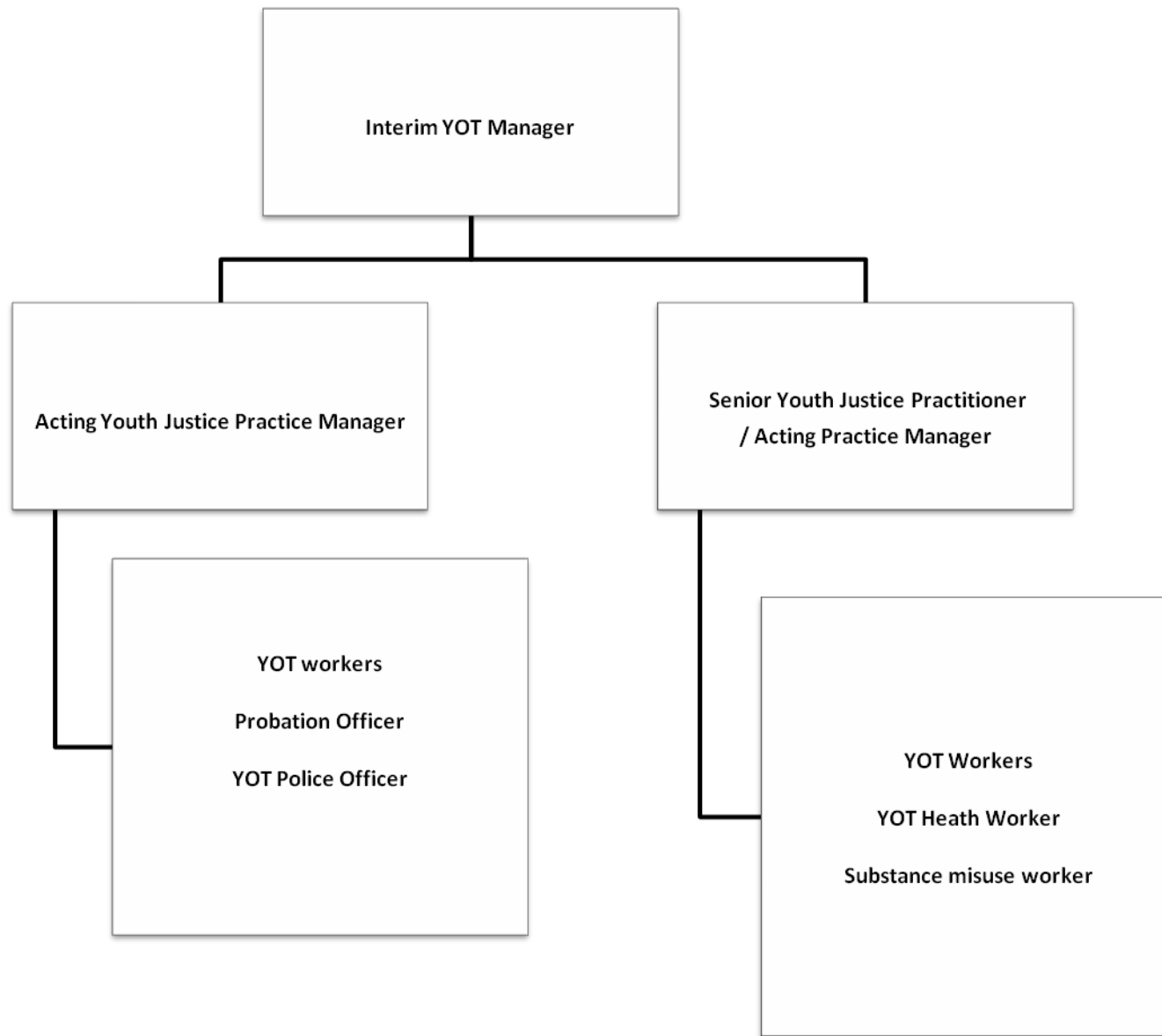


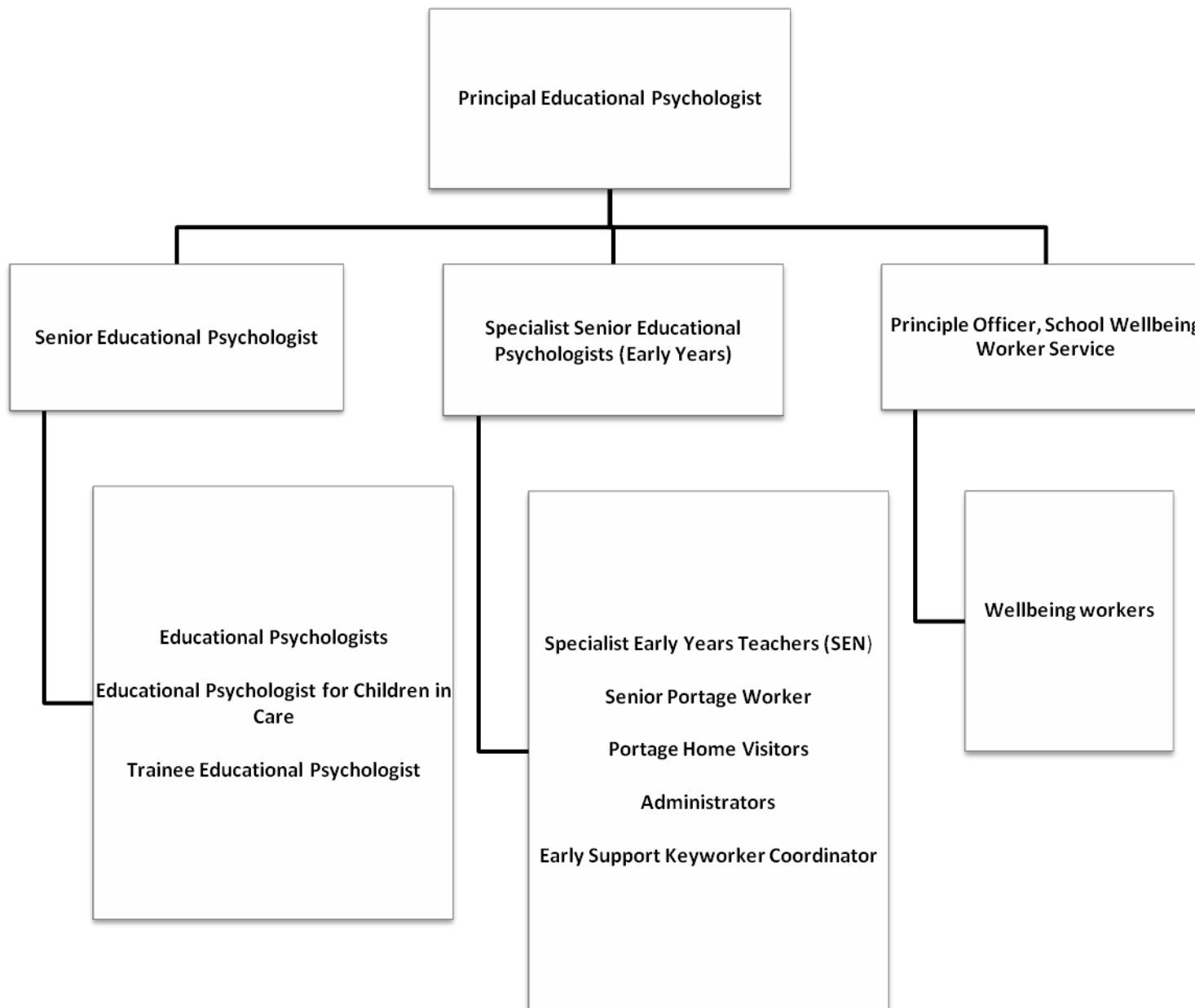


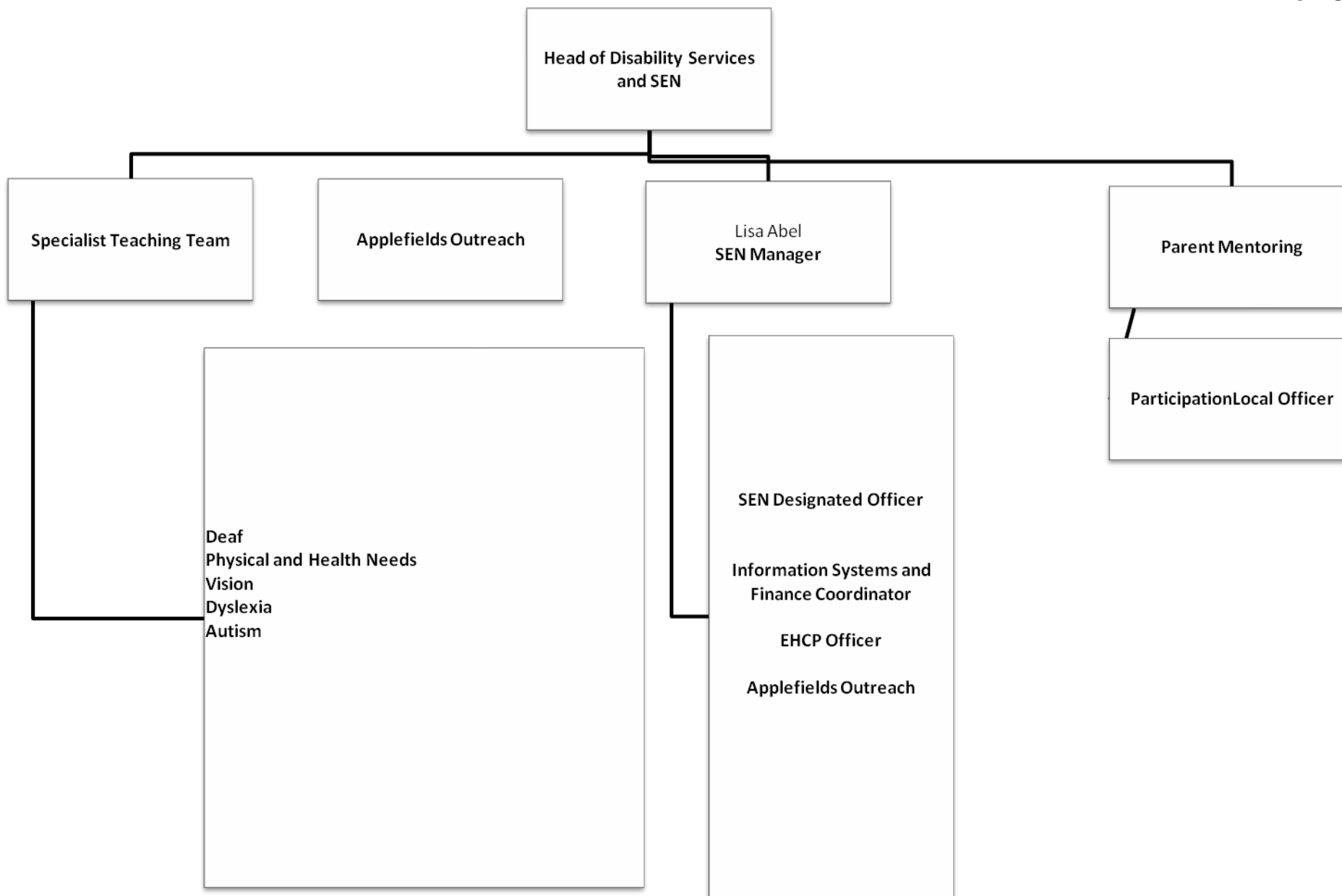












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## City of York Council

### Role Profile

#### Assistant Director Children's Specialist Services

#### **1 Purpose of job:**

- As a member of the Council Leadership Group, actively contributes to the strategic management of the Council to ensure achievement of corporate aims and objectives.
- Leads the formulation and application of strategy for the Childrens Specialist Services portfolio within the context of the overall CYC Council plan, statutory and national policy guidance.
- Contributes to the development, articulation and communication of a clear vision for co-ordinated services across York, and provides a framework to ensure an effective and shared programme of joined up service delivery with key partners.
- Scans and understands the external and political environment in which the Council operates and takes lead responsibility for ensuring that the strategic plans of the Directorate and the whole organisation meets the needs of the current administration



- Ensures that elected Members are fully aware of strategic plans and that they are positively, pro-actively and appropriately engaged in the portfolio
- Makes decisions critical to the organisation's success in respect of the wider City of York agenda and the specific portfolio responsibility
- Takes lead responsibility for seeking opportunities to develop the revenue of CYC through partnerships, new ventures and delivers activity that grows revenue and minimises cost without detriment to services

## **2 Organisation chart:**

A detailed Structure Chart is attached at **Annex 1**

## **3 Key responsibilities:**

- i. Designing, leading and delivering statutory Childrens Social Care services for City of York, including:
  - safeguarding [referral and assessment, court interventions, care planning]
  - delivering a strategic response to CSE / FGM / DA
  - looked after children [fostering/adoption/SGO]
  - care leavers
  - quality assurance and review
  - workforce development and planning
  - budget management
  - inspection planning and management
  - a LADO service



- ii. Delivering a statutory SEN Service to City of York to
  - develop and deliver a Local Offer
  - deliver statutory Education, Health and Care Planning
  - quality assure and review provision
  - deliver workforce development and planning
  - ensure effective budget management
  - oversee inspection planning and management
  
- iii. Delivering a statutory Educational Psychology Service to City of York to provide:
  - school consultations
  - statutory assessments
  - observations of children and young people at school or at play
  - advice on strategies
  - individual or group therapeutic work
  - training
  - supervision and evaluation of key school and setting programmes
  
- iv. Designing and delivering a Youth Offending service to City of York to provide:
  - local crime prevention programmes
  - help for young people at the police station if they're arrested
  - help for young people and their families at court
  - supervise young people serving a community sentence
  - stay in touch with a young person if they're sentenced to custody



- v. Leading the Locals Authority's response for meeting the emotional and mental health needs of children and young people in City of York
  - Designing, developing and leading a multi agency strategic partnership
  - Leading the development of a local emotional and mental health strategy for children and young people in York
  - Representing the City of York at regional and national fora associated with the improvement of children and young people's emotional and mental health
  
- vi. Representing the City of York on key regional and some nations strategic and consultative groups, including;
  - Regionalisation of Adoption – including the arrangements for City of York to develop and host the North and Humber RAA
  - Regional Response to National Transfer Scheme for UASC – including the leadership of an action plan commissioned by the ADCS for a Yorkshire and Humber response
  - Delivering Peer Challenge
  - Participation in regional sector led improvement activity.

#### **4 Knowledge and experience:**

Professional Social Work Qualification

Extensive knowledge of:

- local government
- safeguarding legislation, policy guidance and regulation





- SEND legislation, policy guidance and regulation
- health economy and governance
- Police service – governance, strategies and practices
- third sector
- media management
- budget management
- technical case management systems – procurement,

Experience including:

- a successful track record of achievement in a senior management role
- substantial record of achievement in successfully managing change and large-scale projects;
- significant experience of successfully motivating, managing, persuading and leading staff;
- wide experience of successful inter-agency working and demonstrable success in developing effective collaborative working with a range of stakeholders to achieve objectives;
- experience of significantly improving service delivery;
- evidence of decision making based on sound risk management principles and contingency planning, which comply with the Council Procedures and processes
- experience of managing performance within a complex environment where there is constant challenge and change
- experience of negotiating significant contracts, commissioning services and monitoring provision

### **7 Key contacts and job context:**

1. Reports to Corporate Director
2. Key relationship with other members of the Corporate Leadership Group
3. Leads and Manages the service areas specified above



4. Advises Members, Directors and managers on those service areas the postholder is responsible for
5. Key relationships with external advisers, and partnership working with other service providers and agencies including:
  - trade unions
  - relevant professional bodies and networks
  - regional and national local government bodies
  - regional and national agencies and departments of central government
  - public, private, voluntary and community sector partners
  - North Yorkshire Police
  - Children's Safeguarding Board
  - YorOK Board
  - Learning & Culture Overview & Scrutiny Committee
  - Integrated Commissioning Group Meeting
  - Ward committees

## 8: Your managerial responsibilities:

a) **Staff**  
Approx 200

b) **Budgets**

### **Gross Revenue Budgets:**

Children's Social Care	£16.4m
SEND	£4.5m
Educational Psychology	£0.9m
Youth Offending Team	£0.7m
<b>Total</b>	<b>£22.5m</b>

**Capital Budget**                      **£1.2m**



c) **Assets**

Responsibility for the management of buildings associated with teams working within Children's Specialist services

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