

## Bath & North East Somerset Council

MEETING:	Early Years, Children and Youth Policy Development and Scrutiny Panel
MEETING DATE:	18 July 2011
TITLE:	Children's Services – Development of the People and Communities Department
WARD:	ALL
<b>AN OPEN PUBLIC ITEM</b>	
<b>List of attachments to this report:</b> Interim Structure Charts	

### **1 THE ISSUE**

1.1 To inform the Panel of work underway to establish a new People and Communities Department by April 2013

### **2 RECOMMENDATION**

The Panel is asked to agree that:

2.1 To note the report

### **3 FINANCIAL IMPLICATIONS**

3.1 This will be covered in future reports.

### **4 THE REPORT**

4.1 Background

In November 2010 the Council agreed to a fundamental/re-structuring of the local authority based around three service groupings:

People  
Place  
Resources

within the 'People' function the following council areas were included:

Children's Social Care  
Learning and Inclusion  
Youth, Youth Offending and Connexions  
Employment, Employability and Skills,  
Health, Commissioning and Strategic Planning (Children)  
Adult Social Care Commissioning

## Housing

In discussion with the PCT and GP Clinic Commissioning Group it has also been agreed that Public Health will form part of the new Department.

In addition to all of the above a primary concern has been to preserve the benefits of the high level of integration between Council and PCT functions locally particularly in relation to Community Health Services for both adults and children and social care services for adults. Because of the major restructuring within the NHS and recognising the high level of integration, the PCT and GP Clinical Commissioning Group have also agreed to locate the commissioning of community health services within the new People and Communities Department.

The inclusion of the latter element is initially temporary and reflects the fact that the NHS is re-structuring to create temporary 'clusters' of PCT's and must eventually form new Commissioning Support Agencies at a sub-regional or regional level. In addition other functions will be incorporated into GP-led Clinical Commissioning Groups (formerly called GP Commissioning Consortia) and some functions will move to either new national bodies or into the LA.

The agreement to locate these functions together protects the effectiveness and integrity of our locally integrated services and provides time and space for the local NHS to decide how best to structure for the future.

## 4.2 Creating the new Department

The Strategic Director for Children's Services has been asked to provide interim leadership to the department of the new department. Given the agreements referred to above an interim structure has been put in place. This interim structure will enable the Council and the PCT to continue to focus on day to day service delivery and the support and protection of our most vulnerable adults, young people and children.

To support the development of the new department Mike Bowden, Divisional Director for Health, Commissioning and Strategic Planning has been temporarily seconded into a new Service Development role. Liz Price, normally our Head of Commissioning has temporarily replaced Mike in his substantive role.

In his new role Mike Bowden will co-ordinate all of the change projects and activities already underway across all of the service areas now within the People and Communities brief. He will also support colleagues within the PCT with their re-structuring and the eventual close down of the PCT and he will support the GP CCG to design their functions and form for April 2013 when it will replace the PCT.

In addition The Institute of Public Care (IPC) have been commissioned to support the development of the department including identifying all of the statutory roles and duties now in place, evidenced models of best practice which are shown to have improved outcomes and to support the creation of new functions which will in turn lead to a new structure.

This work is critical for two reasons. Firstly, it allows us to avoid simply 'sticking' functions together and secondly, it provides an opportunity to think through these functions and develop new and better ways of structuring services. This is

important because we have less funding moving forward and more demands, therefore we must organise to remove duplication and provide effective services which reduce long term dependency.

Research and national guidance, particularly around NHS changes, will be completed by Autumn 2011 and its is intended to then launch informal and formal consultation on the re-structuring of the new Department. This consultation will start in January 2012 with a view to the new structure being in place between September 2012 and April 2013.

This will allow changes to the education functions to be in place for the start of the 2012-13 academic year (September 2012) whilst also providing time for the final changes in the NHS to be incorporated for April 2013 when PCT's are disbanded and Public Health functions are formally transferred to local authorities.

#### 4.3 Safeguarding of vulnerable children, young people and adults

Throughout this period the safeguarding of our most vulnerable people will remain the paramount concern.

For children and young people Maurice Lindsay remains the Divisional Director for Safeguarding, Social Care and Family Support. This Division will continue to be both challenged and supported by the Safeguarding, Adult Care, Personalisation and Practice Development Division led by Jo Gray as Divisional Director.

The direct business of safeguarding adults will be done by the Community Health and Social Care Service which is now firmly on course to become a Social Enterprise under Janet Rowse as Chief Executive (Designate). This direct work and that of Maurice's division will continue to be quality assured by the Division headed by Jo Gray.

This system will provide strong assurance on our safeguarding systems overall and both the children's and adult systems are, in turn, overseen by the Local Safeguarding Boards for Children and Adults both of which have independent Chairs in place.

#### 4.4 Conclusions

There is a considerable amount of work to be done whilst also keeping a focus upon business as usual and safeguarding and dealing with a massive change agenda driven by national government and at a time of reducing resources.

The interim structure, change programme and systems in place to secure continued effective practise will support the services and council to deliver a fully, functioning People and Communities Department for April 2013.

## RISK MANAGEMENT

- 4.2 A risk assessment related to the issue and recommendations will be undertaken at the appropriate time

## 5 EQUALITIES

5.1

## 6 CONSULTATION

6.1 *Cabinet Member; Trades Unions; Overview & Scrutiny Panel; Staff; Other B&NES Services; Other Public Sector Bodies; Charter Trustees of Bath; Section 151 Finance Officer; Chief Executive; Monitoring Officer*

6.2 Consultation will be undertaken as this work progresses using local fora

## 7 ISSUES TO CONSIDER IN REACHING THE DECISION

7.1 *Social Inclusion; Customer Focus; Sustainability;*

## 8 ADVICE SOUGHT

8.1 The Council's Monitoring Officer (Divisional Director – Legal and Democratic Services) and Section 151 Officer (Divisional Director - Finance) will consider proposals as they emerge at the appropriate time

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<b>Background papers</b>	
<b>Please contact the report author if you need to access this report in an alternative format</b>	