

Changes to original proposals following consultation:

(this briefing needs to be read in conjunction with the final 90 day report)

Learning Group (Top level and admin):

- The temporary post of Strategic Director for Schools, Colleges and Settings and the associated PA have been removed from the structure.
- All the Director's PA posts are now showing under the Resources & Planning Group as they will be line managed by the Staff Officer to the Managing Director.
- The admin for the whole of the Learning Group has been realigned to facilitate more effective line management and to accommodate greater flexibility

Early Years:

- Children and Families Information Service now moved back to report to the Head of Early Years and Childcare.
- Two EY Marketing and communications posts moved from EY Market Development team to become part of the CFE Communications team.
- The EY Quality and Outcomes team has been realigned to the 12 district model, rather than the 3 area based model. The EYFS Advisors and Senior EYFS Advisors will each take the lead for a district.
- The Early Years FS Teaching and Learning Advisers (settings) remain on Kent Scheme due to the need to support settings all year round but the grade is increased from KR10 to KR11 in order to bring the salary range in line with that currently received by early Years SENCOs and with the salary of the EYFS Teaching and Learning Advisers (Schools).
- The Senior EYFS Advisers (Settings) have increased in grade from KR11 to KR12
- Three grant funded posts: the Making a Big Difference Adviser and PPEL Buddying project Officer and administrative support posts have been removed due to removal of the grant
- The Childcare Business Hub Coordinator has been moved into the Early Years- Market Development team, reporting through to the Childcare Sustainability Project Officer
- A number of administrative support roles in the Early Years and Childcare team have been reallocated leading to changes for individuals.
- The Early Years Researcher will now report direct to the Head of Early Years & Childcare instead of the Head of Market Development & Information

Standards and School Improvement:

- Change in title of original proposed Senior School Improvement Partner and School Improvement Partner posts to:
- District Head of Primary/District Head of Secondary Standards and School Improvement and

Primary Standards and School Improvement Partner

- The salary range for these posts has been increased to make them more attractive to candidates, including those from a Primary head teacher or vice principal in a Secondary School background. This has resulted in salary changes to the posts of:
 - Head of Standards and School Improvement,
 - Principal Adviser Primary Standards and
 - Principal Adviser Secondary Standards.
- The number of Secondary Teaching and Learning Adviser posts has been increased from 8 to 10
- The number of District Heads of Secondary Standards and School Improvement (previously Senior SIPs) has been reduced from 12 to 6.
- The post of School Sports/Olympic Learning Consultant Headteacher has been moved to report to the Principal Adviser Secondary Standards
- Through the recruitment process we will be looking for a balance of core subject specialists amongst post holders covering the secondary phase but will be focusing on recruiting individuals with excellent all round teaching and learning skills to work with Kent Primary Schools.
- Work has been undertaken to identify an appropriate *school to postholder allocation model* that will be discussed with schools and staff (once appointed) prior to commencement in September 2010.
- Three of the Business Support Officer posts previously reporting through to ACSOs have been moved to Primary Standards to support the work of the Primary Standards teams.
- Administrative Assistant posts have been increased to 12 in primary Standards and to 6 in Secondary Standards
- Six temporary grant funded posts have been added to the Extended Learning team. These are: Project Officer – Healthy Schools; Extended Learning Project Officer; three Quality in Extended Services Sustainability Officers; Administrative Assistant.
- Extended Schools Coordinators who were going to report through to the Service Integration managers in the original proposals will now report to the three Quality in Extended Services Sustainability Officers
- The Extended Services Development Manager for Dover will remain in the structure until July 2011 on a grant funded basis.
- The Learning and Skills Council staff have now been brought into the new 14-19 Entitlement team and some have been “slotted” into particular posts within the new structure
- Three posts within the original proposals around Governor Services (in the Workforce and Professional Development unit): one at KR10 and two at KR7

have been removed and replaced with 3 Governor development Officer posts at KR9

- The post of Manager – International development and Leadership has been moved to report directly to the Head of Workforce and Professional Development and adjustments made to retain the business and administrative support to this role on a grant funded basis
- The posts of Training Officer for Children’s Centres and Settings at KR10 and Workforce Development Officer Early Years Accreditation at KR11 have been removed and replaced with two Early Years and Children’s Centres Training and Workforce Development Officers at KR9
- The Manager for EYC Leadership and Workforce Development has changed from a Soulbury to equivalent KR grade.
- The Publications Officer, originally in Workforce Development has transferred to the Communications team in Resources and Planning
- There have been some adjustments to the Administrative Support in MCAS and Specialist Teaching Service in order to ensure that support is fairly distributed to support the business
- There has been a change in job title for the Additional Needs Coordinators to Specialist Teaching Services District Coordinators
- The Area Education Officers have been reduced from six to four posts and have changed line management and Group. They will now report to the Director of Capital programmes and Infrastructure. The remaining three Area Support Officer posts will also transfer and the number of PA posts will increase to four and transfer with the rest of the team.

Specialist Children’s Services Group:

- All the Director’s PA posts are now showing under the Resources & Planning Group as they will be line managed by the Staff Officer to the Managing Director.
- There will now be 12 Preventative Services managers (one in each District), working alongside the District Managers (Social Work teams) and reporting through to the 3 posts of Head of Children’s Services (West, East and Mid Kent). These post holders will lead on the coordination of preventative services within a District, directly managing Children’s Centres and their staffing, District based Family Liaison Officers and Parent Support Advisers, CAF Coordinators and administrators and other project and programme based preventative staff resources. They may not have all the relevant elements brought together in their team from the start but elements of preventative services currently located and managed elsewhere could be brought together under their management and direction through negotiation and consultation with relevant staff and managers. They will also play a key role in coordinating and working closely with other services that are key contributors to prevention and early intervention in a district. This post replaces the post of Service Integration Manager, originally proposed and located within the Commissioning and Partnerships Group.

- The Service for Unaccompanied Asylum Seeking Children will remain as one team (with the exception of the Finance team who will transfer to Resources & Planning Group) and report directly through to the Head of Corporate Parenting.
- The Education Assessment Service, which was previously shown under the Asylum Duty & Initial Assessment Team, will now report through to the Integrated Looked After Children's Support Service. The post of Personal Adviser has been removed due to the removal of the associated funding from Connexions.
- The Business Development Manager- Asylum post, originally deleted, is restored and will report to the Head of Corporate Parenting
- The original proposal to bring AEN and Resources (now SEN) teams together with Services for Disabled Children has changed, with SEN remaining on its own as a unit and the head of the unit reporting through to the Director for Specialist Children's Services. The Disabled Children's Services teams will now report through to the Head of Children's Services for West Kent, but as an interim measure until the post of Head of Children's Services – West Kent is filled and the new post holder has had time to settle in, the Disabled Children's Services team will report to the Head of Corporate Parenting. As these Management posts are now reporting direct to a Head of Service, the County Complex Needs Manager post has been removed. The Disability Register Coordinator post, which was reporting through to Partnership with Parents, has been transferred back to Disabled Children's Services.
- CAF and Contact Point (centrally) have been brought together as one team called Integrated Process. A part-time Team Leader post has been created to manage the service.
- Under Residential Care, Fairlawn and Court Drive will be overseen by one Registered Manager.
- The Integrated LAC Support Services now reports to the Head teacher for LAC within the Corporate Parenting unit
- The career grade social workers for CAMHS have also moved to be part of the Integrated LAC Support Service reporting to the Head teacher for LAC
- The LAC Education Welfare Officers originally shown in the ILACSS have been moved to Attendance and Behaviour

Commissioning and Partnerships:

- All the Director PA posts are now showing under the Resources & Planning Group as they will be line managed by the Staff Officer to the Managing Director.
- The Service Integration Manager posts have been removed and their administrative support transferred to Specialist Children's Services to support the 12 new Preventative Services manager posts.

- The Head of Partnerships post has been removed and the KCT Partnership Manager and team have been moved to report through to the Head of Strategic Planning and Democratic Services
- The Pinnacle coordinators now report through to the Senior Commissioning Officer for Teenage Pregnancy
- There is a new grant funded post of Literacy Coordinator (until end of march 2011) reporting to the Commissioning Officer – Parenting
- The performance and Monitoring Officer for Asylum Seeking Children post has been removed
- The Strategy and Standards Officer KR11 and performance and QA Officer KR11 have been removed and replaced with two Performance and QA Assistant posts KR7 (one for Learning and one for Specialist Children's Services)
- A new post of Business Support Officer has been added, reporting to the Senior Business Planning Officer in the Commissioning Unit
- One Team Leader post in management Information plus an MI Officer post have been removed and the number of MI Assistant posts increased by 4.4 FTE (KR7)
- The Children's Officer -Care Standards posts in the Safeguarding unit have been reduced by one FTE and the Area Children's Officer posts (Safeguarding) have been increased by one FTE
- The number of Independent Reviewing Officers has been increased from 14.4 FTE to 17 FTE
- The Area Performance and Standards Officer (LAC) posts have been reduced by one FTE
- The KCSB Allegation manager post has been removed
- The KCSB Inter-agency training manager post has changed its job title to KCSB Learning and Development Officer
- The Principal Policy Officer does not have line management responsibility in this revised structure
- The Strategic planning Coordinator post reports directly to the Head of Strategic Planning and Democratic Services and now line manages the Strategic Planning Officer posts
- The Equalities Officer reports directly to the Head of Service
- The Access to information Officer and Access to Records Officer have been moved from the Communications team in Resources and Planning to the Customer Care team in Strategic Planning and Democratic Services
- The Research and Intelligence Assistant post has been removed
- Two additional, temporary, Customer Care Assistant posts have been added

Resources and planning group:

- All PAs to the directors will now report to the Staff Officer to the Managing Director who will head up the SMT support team and report to the Director of Resources and Planning
- The post of Personnel Services Manager has been removed and there is a new post of Workforce Planning and Support Manager

- The Recruitment and Retention Manager and the Teachers pension Team will now report through to the Workforce Planning and Support Manager
- The Publications Officer, originally in Learning's Workforce Development team has transferred to the Communications team in Resources & Planning Group
- Two marketing and communications Posts have been moved from Early Years Market Development team to become part of the Communications team in Resources & Planning Group
- The Access to Information Officer and Access to Records Officer have been moved from the Communications team in Resources & Planning to the Customer Care team in Strategic Planning and Democratic Services

Capital programme and Infrastructure group

- All the Director PA posts are now showing under the Resources & Planning Group as they will be line managed by the Staff Officer to the Managing Director.
- Area Education Officer posts have been reduced from six to four and transferred from the Learning Group, along with the three AEO School Organisation Officers and four Pas (previously three). The AEOs will report directly to the Director of CPIG.
- The County Accommodation Manager and Assistant now report to the County Projects and Property Services Manager