

From: Roger Gough, Cabinet Member for Children, Young People and Education  
Matt Dunkley, CBE, Corporate Director for Children, Young People and Education

To: Corporate Parenting Panel – 27 March 2019

Subject: **Change for Kent Children programme**

Classification: Unrestricted

**Summary:** Following a staff consultation, the first stage in the recruitment process has taken place and Corporate Parenting Panel are advised of the tier 3 appointments

**Recommendation(s):** Members of Corporate Parenting Panel are asked to NOTE the progress being made in the programme to transform children's services

## 1. Introduction

- 1.1 The appointment of the Directors of Integrated Children's Services East and West in August 2018 was the first step in the amalgamation of Early Help and Children's Social Work into one directorate in order to provide the platform for improving outcomes for vulnerable children across the county. The integration of these services will necessitate working smarter and differently with families with a view to intervening less overall.
- 1.2 Accordingly, the Directorate launched a Change for Kent Children (CfKC) Programme to successfully integrate all elements of the Directorate's work, using a new practice framework and operating model.

## 2. Consultation

- 2.1 The staff consultation was launched on 7<sup>th</sup> January and ran for a period of 30 days. The changes that were proposed were primarily to tier 3 and 4 posts but also made proposals in relation to a select number of roles beneath those tiers.
- 2.2 The proposals covered the changes intended in Phase 1 of the programme and further changes will be developed and actively consulted upon in Phase 2 and beyond.
- 2.3 Over 200 responses to the consultation were received through a dedicated consultation response email address and over 100 from the trade unions. The majority of responses were supportive of the proposals. Many of the queries related to individual circumstances and HR processes but there was also a significant number of suggestions as to how aspects of the proposed changes could be better configured.
- 2.4 One of the proposals contained with the consultation was to move the Virtual School (VSK) from Corporate Parenting to Education, Planning and Access. Following receipt of a range of responses, and recognising the strong links

with corporate parenting, the improving educational outcomes for children and young people and proposals about how the desired benefits could be delivered in a different way, it was decided that the VSK Headteacher should report directly to the Director of Integrated Children's Services East and that the Participation Team will continue in its current line management.

### **3. Recruitment Process**

- 3.1 Following the end of the consultation process, the recruitment and selection process commenced shortly afterwards. The first stage was the recruitment of 10 Assistant Director posts and 12 Service Manager posts. These posts were open to all staff within 2 grades of the posts they were applying for.
- 3.2 Staff who were shortlisted for the Assistant Director posts went through a rigorous recruitment process which involved a half-day assessment centre, a group discussion with a stakeholder panel, interview by a young person's panel and a main interview. Those who were shortlisted for the Service Manager posts had the same process apart from the stakeholder panel.
- 3.3 As a result of the interview process the following staff were appointed as Assistant Directors with effect from 2<sup>nd</sup> April 2019:
- Assistant Director – North – Mark Thorn
  - Assistant Director – South – Louise Fisher
  - Assistant Director – East – Stephen Fitzgerald
  - Assistant Director – West – Naintara Khosla
  - Assistant Director – Corporate Parenting – Caroline Smith
  - Assistant Director – Front Door – Penny Ademuyiwa
  - Assistant Director – Management Information and Intelligence – Katherine Atkinson
  - Assistant Director – Safeguarding, Professional Standards and Quality Assurance – Kevin Kasaven
  - Assistant Director – Adolescent and Open Access – East – Hema Birdi
  - Assistant Director – Adolescent and Open Access – West – Dan Bride
- 3.4 The recruitment of the Service Managers and below is ongoing at the time of writing.

### **4. Recommendation(s)**

**Recommendation(s): Corporate Parenting Panel is asked to NOTE the contents of this report**

### **5. Contact details**

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