

Blackpool Council

17 January 2017

To: Councillors Blackburn, Cain, Campbell, Clapham, Jackson, I Taylor and T Williams

The above members are requested to attend the:

CHIEF OFFICERS EMPLOYMENT COMMITTEE

Wednesday, 25 January 2017 at 2.30 pm
in Committee Room B, Town Hall, Blackpool

A G E N D A

ADMISSION OF THE PUBLIC TO COMMITTEE MEETINGS

The Head of Democratic Governance has marked with an asterisk (*) those items where the Committee may need to consider whether the public should be excluded from the meeting as the items are likely to disclose exempt information.

The nature of the exempt information is shown in brackets after the item.

1 DECLARATIONS OF INTEREST

Members are asked to declare any interests in the items under consideration and in doing so state:

(1) the type of interest concerned; and

(2) the nature of the interest concerned

If any member requires advice on declarations of interests, they are advised to contact the Head of Democratic Governance in advance of the meeting.

2 MINUTES OF THE LAST MEETING HELD ON 3 OCTOBER 2016 (Pages 1 - 2)

To agree the minutes of the last meeting held on 3 October 2016 as a true and correct record.

3 PAY POLICY STATEMENT (Pages 3 - 6)

To consider arrangements for agreeing the Council's Pay Policy Statement.

* 4 **DIRECTOR OF CHILDREN'S SERVICES**

(Pages 7 - 24)

To interview the short listed applicant(s) for the post of Director of Children's Services.

(This item contains personal information regarding the applicant, which is exempt from publication by virtue of Paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972)

Venue information:

First floor meeting room (lift available), accessible toilets (ground floor), no-smoking building.

Other information:

For queries regarding this agenda please contact Mark Towers, Director of Governance and Regulatory Services, Tel: (01253) 477127, e-mail mark.towers@blackpool.gov.uk

Copies of agendas and minutes of Council and committee meetings are available on the Council's website at www.blackpool.gov.uk.

MINUTES OF CHIEF OFFICERS EMPLOYMENT COMMITTEE MEETING – MONDAY, 3 OCTOBER 2016

Present:

Councillor Blackburn (in the Chair)

Councillors:

Campbell	Jackson	Mrs Wright
Galley	T Williams	

In Attendance:

Neil Jack, Chief Executive
Linda Dutton, Head of Organisation and Workforce Development
Lorraine Hurst, Head of Democratic Governance

1 DECLARATIONS OF INTEREST

There were no declarations of interest.

2 MINUTES OF THE LAST MEETING HELD ON 15 FEBRUARY 2016

The Committee agreed that the minutes of the meeting held on 15 February 2016 be signed by the Chairman as a correct record.

3 EXCLUSION OF THE PUBLIC

Resolved: That under Section 100 (A) of the Local Government Act 1972, the public be excluded from the meeting during consideration of the remaining item on the agenda, on the grounds that it would involve the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Act.

4 DEPUTY CHIEF EXECUTIVE DESIGNATION

The Committee was aware that following the voluntary redundancy in respect of Mrs McKeogh, the Chief Executive had invited expressions of interest from Chief Officers who were line managed by him, in undertaking the role as the Council's Deputy Chief Executive.

Two candidates had expressed an interest in the role and were interviewed.

The Committee agreed to assign to Mrs Delyth Curtis the responsibilities for and the title of Deputy Chief Executive.

Chairman

(The meeting ended at 2.45 pm)

Any queries regarding these minutes, please contact:

Lorraine Hurst, Head of Democratic Governance

Tel: (01253) 477127

E-mail: lorraine.hurst@blackpool.gov.uk

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Report to:	CHIEF OFFICERS EMPLOYMENT COMMITTEE
Relevant Officer:	Linda Dutton, Head of Human Resources and Workforce Development
Relevant Cabinet Member:	Councillor Blackburn, Leader of the Council
Date of Meeting:	25 January 2017

PAY POLICY STATEMENT

1.0 Purpose of the report:

1.1 To consider arrangements for agreeing the Council's Pay Policy Statement.

2.0 Recommendation(s):

2.1 To agree that the draft Pay Policy Statement be submitted straight to the Council meeting in March for consideration.

3.0 Reasons for recommendation(s):

3.1 The Council has a duty to agree a pay policy statement before 31 March each year.

3.2a Is the recommendation contrary to a plan or strategy adopted or approved by the Council? No

3.2b Is the recommendation in accordance with the Council's approved budget? Yes

3.3 Other alternative options to be considered:

The Council has a duty to agree a pay policy statement and another option would be to call another meeting of this Committee which would then recommend Council.

4.0 Council Priority:

4.1 The relevant Council priorities are:

- "The economy: Maximising growth and opportunity across Blackpool"
- "Communities: Creating stronger communities and increasing resilience"

5.0 Background Information

5.1 The Council is required to produce a pay policy statement, which must be in place for the year 2017/ 2018 and have received full Council approval before the start of that financial year.

5.2 The statement must set out the Council's policy on:

- i. Chief Officer Remuneration (at recruitment, salary, bonus, performance related pay, charges, fees, allowances, benefits in kind, enhancement to pension at termination).
- ii. Remuneration of its lowest paid employees (elements as above), the definition used for this group and the reason for adopting that definition.
- iii. The relationship between chief officer remuneration and that of other staff. This however is a minimum requirement and Councils can do more if they so wish.

5.3 The guidance from the Department for Communities and Local Government has added that they expect the policy statement to cover:

- i. The opportunity for full Council to vote on senior remuneration packages with a value over £100,000 prior to an offer of appointment being made.
- ii. Policies should explain the planned relationship between Chief Officer remuneration and that of other staff and the ratio between the highest paid and median salary that the authority aims to achieve and maintain.
- iii. The value of the system of earn back pay with an element of their basic pay at risk each year to be earned back through meeting pre-agreed objectives.
- iv. Any decision that the Authority takes in relation to the award of severance to an individual Chief Officer.
- v. An explicit statement on whether or not they permit an individual to be in receipt of a pension in addition to receiving a salary.
- vi. Policies to deal with those who may have returned to the authority under a contract of service of any type having already received a severance or redundancy payment.

5.4 In addition to this guidance, it should be noted that the recommended practice for Local Authorities on data transparency states that the Council should disclose

publicly:

- i. Employees salaries (that earn £50,000 and above). This includes disclosing their names, details of their remuneration, a list of responsibilities, for example, the services and functions they are responsible for, budget held and number of staff.
- ii. An organisation chart.
- iii. The pay multiple, which is the ratio between the highest paid salary and the median average salary of the whole authority's workforce.

5.5 The draft Pay Policy Statement for 2017/ 2018 has not yet been finalised and as there is unlikely to be another reason for this committee to meet before the March Council meeting it is suggested that the draft statement be submitted straight to the Council meeting. There are some changes proposed by the Government to the terms and conditions of public sector workers (e.g. public sector exit payments) and these have not yet been clarified and could be part of the draft pay policy statement, if they are agreed prior to the March Council meeting.

Does the information submitted include any exempt information?

No

List of Appendices:

None.

6.0 Legal considerations:

6.1 All legal duties will be included in the Statement

7.0 Human Resources considerations:

7.1 The Council's Pay Policy statement would cover Chief Officer Remuneration in various forms and also its relationship with that of other staff.

8.0 Equalities considerations:

8.1 The Council has gone through a pay review process and as part of that review, it has introduced two robust job evaluation schemes, which are designed to ensure fairness and equity in terms of pay. These schemes and the desire to ensure fairness and transparency around pay form the basis of the Council's Pay Policy Statement. The Council complies with the recommended practice for Local Authorities on data transparency already.

9.0 Financial considerations:

9.1 No changes to the Council's financial arrangements have been made as a result of the introduction of this statement.

10.0 Risk management considerations:

10.1 The most significant risks around pay relate to the increased costs of employment and balancing the need to pay an appropriate salary that will mean that the roles the Council needs to fill to discharge its duties as a Local Authority can be filled by skilled, appropriately qualified staff. To mitigate against the first risk the Council ensures that its budgets are managed effectively and to deal with the second risk, there is a policy to deal with market supplements if they can be objectively justified.

11.0 Ethical considerations:

11.1 The Council's values of accountability are important in this report in that the Council is stating its pay rationale.

12.0 Internal/ External Consultation undertaken:

12.1 Consultation has previously taken place with Trade Union Representatives on the policies referred to in the pay policy statement. Any new areas which could be added to the statement will be discussed with the Trade Union representatives as well.

13.0 Background papers:

13.1 None

Report to:	Chief Officers Employment Committee
Relevant Officer:	Neil Jack, Chief Executive
Relevant Cabinet Member	Councillor Blackburn, Leader of the Council
Date of Decision/ Meeting	25 January 2017

DIRECTOR OF CHILDREN'S SERVICES

1.0 Purpose of the report:

1.1 The Committee will be asked to consider making an appointment to the position of Director of Children's Services. Mrs Delyth Curtis has secured a position of Deputy Chief Executive (People) at Cheshire West and Chester Council and leaves the Authority at the end of the month. When her resignation was submitted the process for advertising for a replacement was started and a two day assessment process was scheduled for 24 and 25 January 2017. The process will involve various Stakeholders including Partners and a Member Panel. The Member Panel will consist of the Leader of the Council, Councillor Blackburn, Councillor Cain, Councillor Campbell and Councillor Clapham. The Panel will be asked to consider putting through a candidate(s) for final interview by the Committee.

1.2 In accordance with the Officer Employment Procedure Rules, the Chief Officer responsible for Human Resources or their nominated representative is required to notify all members of the Executive of:

- the name of the person to whom the Committee wishes to make the offer
- any other particulars relevant to the appointment which the Committee has notified
- the period within which any objection to the making of the offer is to be made by the Executive Leader on behalf of the Executive to the Chief Officer for Human Resources.

2.0 Recommendation(s):

2.1 To confirm the updated Chief Officer Structure and reporting lines with specific agreement to:

- The Director of People/ Statutory Director of Children's Services post being retitled Director of Children's Services and the job description contained within the Candidate Information Pack attached at Appendix 4(a) be agreed.

- The Deputy Director of People (Adult Services)/ Statutory Director of Adult Services being retitled Director of Adult Services and reporting to the Chief Executive.

2.2 The Committee will be requested to interview the short listed applicant for the post of Director of Children’s Services and determine whether to make an offer of appointment.

3.0 Reasons for recommendation(s):

3.1 To appoint a Director of Children’s Services in accordance with the Officer Employment Procedure Rules.

3.2a Is the recommendation contrary to a plan or strategy adopted or approved by the Council? No

3.2b Is the recommendation in accordance with the Council’s approved budget? Yes

3.3 Other alternative options to be considered:

To not appoint a candidate.

4.0 Council Priority:

4.1 The relevant Council priority is Communities: Creating stronger communities and increasing resilience.

5.0 Background Information

5.1 The Chief Officer Employment Committee appointed Mrs Delyth Curtis to the position of Director of People (Statutory Director of Children’s Services) in July 2014. The remit of that post also included a reporting line to that post from the Statutory Director of Adult Services. The Statutory Director of Adult Services also has a reporting line direct to the Chief Executive, due to the statutory nature of her role. A review was undertaken when Mrs Curtis’ resignation was submitted and it was considered that this reporting line should be to the Chief Executive only and the Director of People post be retitled Director of Children’s Services, retaining the Statutory Director role for Children’s Services. This proposal will provide the new post holder with the opportunity of greater focus on the challenges within Children’s Services. An updated job description was undertaken and this is contained within the Candidate Information Pack attached at Appendix 4(a).

- 5.2 The post has been advertised in the Municipal Journal and this together with the assistance of recruitment consultants Gatenby Sanderson has resulted in a long list of seven potential candidates being drawn up for technical validation. Following this process, three candidates are being taken forward to the assessment process.
- 5.3 The Members Panel, referred to earlier in the report, helped to consider the feedback from the Stakeholder groups and also interviewed candidates and listened to presentations. Following this, the Panel will be requested to put through a preferred candidate to the Committee for final interview. Members of the Panel will update the Committee on this process prior to the final interview.
- 5.4 The Committee is also asked to note that the Deputy Director of Children’s Services has secured the Director of Children’s Service post at Lancashire County Council and will be leaving on the 14 February 2017. The incoming Director of Children’s Services will be involved in any decisions or recruitment relating to this Deputy post and in the meantime work is underway to consider interim arrangements.

Does the information submitted include any exempt information? No

List of Appendices

Appendix 4(a) - Candidate Information Pack.

6.0 Legal considerations:

- 6.1 The Council is to have in place a number of statutory officer positions including a Statutory Director of Children’s Services (under the Children’s Act 2004) and a Statutory Director of Adult Services (under the Local Authority Social Services Act 1970, as amended).
- 6.2 The Director of Children’s Services is responsible for the performance of Local Authority functions relating to the education and social care of children and young people. The Director is also held to account for the effective working of Children’s Safeguarding Board by the Chief Executive and challenged where appropriate by the designated Lead Member.
- 6.3 Under the Council’s Pay Policy Statement any position with a remuneration of over £100,000 needs Council ratification, this post was given such approval at the November 2015 Council meeting.

7.0 Human Resources considerations:

- 7.1 The recruitment for this post has been undertaken in accordance with the Officer Employment Procedure Rules.

7.2 The revised job description for the Director of Children’s Services post will be subject to formal job evaluation in line with Council procedures.

8.0 Equalities considerations:

8.1 This appointment will have been undertaken in accordance with Council Policies and Procedures, which meet all equalities matters.

9.0 Financial considerations:

9.1 The remuneration for this post is already within the agreed General Revenue budget.

10.0 Risk management considerations:

10.1 The lack of a Director of Children’s Services in post is a concern in particular when dealing with Children’s Social care issues. That is why when the resignation of Mrs Curtis was submitted, recruitment was commenced as soon as possible. There will however, be an interim period where a Statutory Director of Children’s Services will need to be appointed. There is a report on the full Council meeting regarding interim arrangements for this.

11.0 Ethical considerations:

11.1 The Council’s values of ‘accountability’ and ‘delivering quality services’ are key in regard to ensuring that the top level of the officer core is fit for purpose and accountable for their actions, in particular those with statutory responsibilities.

12.0 Internal/ External Consultation undertaken:

12.1 Due to the partnership nature of the work of this post, a range of Stakeholders will be involved in the assessment process to help come up with a final short list.

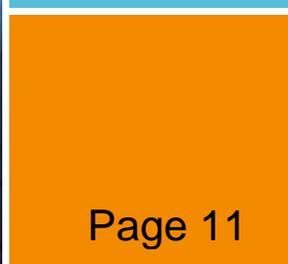
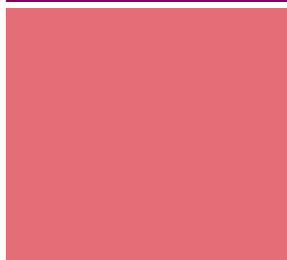
13.0 Background papers:

13.1 None.



Director of Children's Services

Candidate Information Pack



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Introduction

When people think of Blackpool, the image that immediately springs to mind could be the Tower, the illuminations, the sand and the sea.

Our many tourist attractions, long beaches and coastal location are well known across the country, but there is a lot more to Blackpool than that.

Away from the bright lights of the Promenade, Blackpool is one of the most densely populated areas in the country, over 140,000 residents live within our boundaries, many of whom are families in challenging circumstances.

Blackpool may be a small Unitary Authority but it's on a fast track to radically improving outcomes and redesigning services to provide the very best for our children and young people.

Over the last two years we have dramatically improved our services to children and young people and we are now working to embed them and drive forward change, innovation and ambition. We have committed ourselves to an ambitious timescale but believe it is the right thing to do to improve and maximise life chances, opportunities and outcomes.

We are looking for an outstanding leader who can take us to the next level. You will have to demonstrate passion, commitment and drive along with visible leadership and evidence of excellent partnership working.

An ambitious leader with an impressive track record of delivery you will be committed to delivering a better future for the children and young people living in the Town.

Blackpool Council is an exciting and aspirational place to work with a strong ethos of partnership working to deliver the public sector offer.

This is both a challenging and rewarding job and there is tremendous scope to make an impact.



Neil Jack
Chief Executive

How to apply and timetable

This is a great opportunity to be part of an exciting time in Blackpool's journey to be rated as 'good' by Ofsted.

For further information please see www.gatenbysanderson.com/job/GSe30844, or talk to our advising consultants Luke Judd (0113 205 6077) or Philip Emms (0113 205 6078).

Timetable

Activity	Date
Applications Close	16th December 2016
Interviews	During January 2017



Our journey – leading Blackpool to a brighter future

Over the past 15 years Blackpool has been completely transformed, as a result of projects totalling more than £350m.

The biggest change has been on the seafront, as miles of promenade, footways, highways, tramway, sea defences and even the beaches themselves have been transformed, as well as the links between the town centre and seaside have been radically improved.

Blackpool has broadened its appeal to attract more families, attracting and investing in higher quality entertainment and attractions. In 2009, the council decided to buy the iconic Blackpool Tower and return it to its former glory, along with the neighbouring Winter Gardens. A packed events schedule ensures that there is always something happening to Blackpool and families are at the heart of everything we do.

The first phase of the Talbot Gateway Central Business District scheme has been completed, transforming the north area of town into a vibrant commercial and civic district, providing 300 permanent jobs in new retail units. The focal point of the scheme is Bickerstaffe Square, which has enabled the Council to rationalise its accommodation and relocate around 900 staff into the town centre in one brand new building, in addition a major supermarket, town centre car park, additional office space, more retail and a new public square have transformed the area.

Blackpool has a unique place in the development of British popular culture and many of our tourist attractions and heritage assets are world-renowned. Work is underway to create a museum which will bring together our heritage, artefacts, stories and memories in order to tell the local, national and international Blackpool story.

We have protected our libraries as we strongly believe they play a vital role in supporting communities and developing reading and literacy for both children and adults.

As Britain's most successful holiday resort, tourism, culture and heritage will continue to be fundamental, but more than ever our emphasis is on fairness and service quality. The regeneration of Blackpool is moving from its Promenade into its town and neighbourhoods promising a brighter and fairer future for all.

Spanning just five miles by three miles, Blackpool is the fourth most densely populated borough in the UK outside of London. For a place with 140,000 residents playing host to more than thirteen million visitors last year generates income but also puts intense pressure on public services to keep the streets clean, the roads repaired, deal with anti social behaviour and keep communities safe.

It is our mission to take Blackpool into a more ambitious future. Economic and social issues are ever present in the town, similar to those encountered over the UK, but as a seaside location there are specific issues too, such as improving housing supply and creating stable and sustainable neighbourhoods, supporting the most vulnerable residents and providing high quality care.

We are looking at pockets of poverty in the town, the gaps between the rich and poor and issues associated with seasonal low paid labour at a time when the global economy is in crisis and public sector employment has shrunk.

For young people in Blackpool, there are a range of challenges across both educational attainment and life chances. This is partly driven by the existing high levels of poverty and social disadvantage in Blackpool; 31.1% of children in Blackpool are estimated to be in poverty, compared to 19.9% of all children in England.

There are also generational impacts whereby parents' difficulties create problems in the family and influence children's outcomes.



The town experiences one of the highest levels of population mobility of children and young people in the country with the annual turnover of pupils in some schools as high as 30% within a school year. In August 2016, the council was responsible for 490 looked after children. Families with complex needs place additional pressure on health, school and social care.

Blackpool pupils perform similarly to national levels at GCSE level with a slightly lower proportion achieving 5 or more A* to C grade GCSEs (50.7%). When Maths and English are included however a significant gap appears – 42.4% of Blackpool pupils achieve 5+ A*-C (incl. Maths & English) compared to 53.8% nationally.

But along with the challenges we face in Children Services we have also seen significant improvements in recent years; we will continue to build upon the improvements to our social care services, evidenced in our last Ofsted inspection and 'requires improvement' judgement. The inspection noted strengths in areas such as child sexual exploitation and good services in response to domestic abuse, recognising that no children were unsafe and a range of early help services were now in place; as well as progress made in the quality of assessments, performance management and quality assurance.

In June 2014, Blackpool was awarded £45 million in Big Lottery Funding for the Better Start bid; this partnership led by the NSPCC working closely with the Council and NHS is offering pioneering family support, with specific attention given to diet and nutrition, social and emotional development, and communication and language – with an overall outcome being that children are happy, healthy and ready for school to give our youngsters the best start in life.

In June 2016, Blackpool was awarded a further £10 million in Big Lottery Funding for our HeadStart programme aimed at increasing the resilience of young people aged 10-16 years with the long term aim of reducing the number of young people who develop mental health conditions.

Despite austerity the council has maintained a commitment to pioneering work. Eight of our nine designated children centres, have been rated by OFSTED as either 'Outstanding' or 'Good'. Over 11,000 free breakfasts are delivered daily across 33 primary schools in Blackpool under a scheme to reduce inequalities in the nutritional quality of children's diets. There has been capital investment of some £150m in school buildings over the last ten years and £60m Building Schools for the Future funding being invested in two secondary schools.

We are facing difficult times in local government but we are committed to facing them together in the most efficient way possible for the benefit of our community and visitors alike.

It is vitally important that we plan for the future to ensure the Council's sustainability over the next 6 years and as a result a new Medium-Term Financial Sustainability Strategy (MTFSS) has been developed covering the period 2016 to 2022. This plan makes clear that Service reductions and cuts will only be considered as our last resort.

Blackpool Council has a clear commitment to providing high quality services through a professional well-rewarded and motivated workforce. Despite difficulties faced by employees our workforce is always looking for new ways to help and add value. Employees remain proud and ambitious for the town and its people.



Our vision, priorities and values

In 2015, we reinvented our vision and priorities to communicate our values to residents and to promote what we stand for as a local authority.

Our Council Plan 2015 to 2020 can be found here:

[Blackpool Council Plan 2015-2020.pdf](#)

Our vision

Blackpool Council's vision is to be the UK's number one family resort with a thriving economy that supports a happy and healthy community who are proud of this unique town

Our priorities

We will **maximise growth and opportunity across Blackpool** whilst **creating stronger communities and increasing resilience**.

These priorities go hand in hand – we simply cannot hope to deliver one without the other.

The time of a Council which simply delivers services to its residents has gone.

In its place is a leaner, more forward thinking organisation, which will listen to and work with every person in the town to create the Blackpool in our vision together.

Values

The Council's values define the standards, behaviours and culture of the organisation.

- We are **accountable** for delivering on the promises we make and take responsibility for our actions and the outcomes achieved
- We are committed to being **fair** to people and treat everyone we meet with dignity and respect
- We take pride in delivering **quality** services that are community focussed and are based on listening carefully to what people need
- We act with **integrity** and we are trustworthy in all our dealings with people and we are open about the decisions we make and the services we offer
- We are **compassionate**, caring, hard-working and committed to delivering the best services that we can with a positive and collaborative attitude



The Council

Since May 2012 the council has been under control of a Labour administration led by Councillor Simon Blackburn. Blackpool Council comprises 42 elected members, otherwise called ‘councillors’. There are two councillors for each of the 21 wards, serving for a period of four years. The Council operates a ‘strong leader’ model of governance with the Leader of the Council and the Cabinet as the Executive.

Councillors can represent a political party or stand independently. In Blackpool, the current political make-up of the Council is:

Labour: 29 councillors; Conservative: 13 councillors

The role of Director of Children’s Services reports directly to the Chief Executive of the Council, Neil Jack and leader of the Council, Councillor Simon Blackburn.

The Cabinet Member for Children’s Services is Councillor Graham Cain undertaking the statutory role of the Lead Member for Children’s Services.



Person specification

Post Title:	Director of Children’s Services
Department:	Children’s Services (including schools)
Section:	Management Team
Reports to:	Chief Executive

Note: E denotes essential criteria required / D denotes desirable criteria

Education and Qualifications	E/D
A Leadership and management qualification	E
Relevant Post Graduate Qualification	D

Knowledge	E/D
Thorough understanding of the framework within which the public sector children’s services and education operates and an awareness of the challenges that face the public sector in general	E
Thorough understanding of the Government's agenda in relation to integrated children's services and education	E
Thorough knowledge and understanding of statutory responsibilities as Director of Children's Services and the Council's statutory responsibilities	E
Thorough knowledge and detailed understanding of current innovations and professional best practice as it relates to Children and Young People	E
Detailed knowledge of relevant legislation, regulations and best practice guidance	E

Experience and Skills	E/D
A track record of proven leadership and management in a directly relevant service environment including demonstrable experience of managing staff.	E
Evidence of successfully managing programme of change to a successful conclusion	E
Proven experience of the formulation and implementation of strategic objectives and joint working with a range of partner organisations.	E
Experience of operating successfully within political, corporate, policy and/or financial constraints.	E
Evidence of commitment to corporate working.	E
Think strategically and provide clarity of vision for the future of Children's services including education	E
Ability to shape the development of service policies and give direction in a period of change	E
Influencing skills with the ability to inspire confidence and engender agreement and enthusiasm, among elected members, board members, government departments, voluntary and community sectors, employees, trade unions and partners.	E
Exceptional communication skills in order to be a credible and convincing advocate of the Council.	E
Demonstrable ability to understand and manage change effectively in a political environment.	E
Ability to analyse complex situations and produce effective and rational solutions	E
Ability to forge effective partnerships and be credible with all involved in the service area and work successfully in a democratically accountable organisation	E
Ability to lead by example and motivate teams and individuals	E
Creative and innovative with the ability to assess and balance risk	E
Special Requirements & Working Conditions	E/D
Enhanced DBS	E

Job outline

Key purpose(s) of this job:

- Lead, direct and manage the strategic development, transformation and delivery of services to Children and Young People in Blackpool.
- Provide strategic advice to the Council on the needs of children and young people, and on a range of service issues to ensure all relevant Council plans and strategies are met.
- Act as the Council's designated "Director of Children's Services" in accordance with legislation ensuring the Council fulfils its statutory responsibilities in relation to Children and is appropriately positioned to meet Government and inspection requirements.

Main Duties and Responsibilities

- Lead and co-ordinate the Council's functions as a Children's Services Authority as set out in the Children Act, in particular, building and leading the arrangements for inter-agency co-operation to improve the well being of children and young people in Blackpool.
- Lead and direct the Council's Social Services functions within the meaning of the Local Authorities Social Services Act 1970, and any subsequent legislation, insofar as they relate to children, and the Council's functions for children and young people leaving care.
- Lead and direct any health related functions exercised by the Council on behalf of an NHS body under Section 31 of the Health Act 1999, and any subsequent legislation, insofar as they relate to children.
- Lead and direct any education functions exercise by the Council on behalf of schools and Academies in Blackpool.
- Lead the councils role as corporate parent to ensure the best possible outcomes for 'our children'.
- Provide effective professional leadership, exercising overall responsibility for the management and performance of Heads of Service, including their supervision of professional standards and competence, their management of individual performance and development and improvements to service delivery and practice.
- Lead the transformation of children's services by creating the conditions for others to perform and innovate and by robustly challenging ineffective working practices and poor performance.
- Maintain robust budgetary controls ensuring effective budgetary management is exercised by Heads of Service and that all resources are managed efficiently and effectively within finite resources.
- Ensure the existence of a common system of planning, monitoring, evaluation and review for the service group, complementary to the rest of the Council and consistent with statutory requirements.
- Maximise the availability of external partnership funding to enhance service development.
- Ensure the Council's functions are discharged in relation to the safeguarding of children and young people and the promotion of their welfare working closely with Local Safeguarding Children Board (LSCB) and its independent Chair to co-ordinate Board activities ensuring that there are clear and effective arrangements to protect children and young people from harm.
- Promote the active participation of children, young people and their families in the development, monitoring and review of services to ensure that they are genuinely responsive to client needs and are continuously improving.
- Work closely with Elected Members on all major service issues to ensure they are fully equipped to perform their Member role.
- Consolidate, build and maintain effective relationships and effective frameworks for consultation with key partners, service providers, stakeholders and the wider community to facilitate high quality services, which meet service user needs.
- Ensure all data and information is recorded to high standards in a consistent way and is maintained, managed and utilised in a secure fashion consistent with legislative requirements and best practice.
- Play an active and constructive part in the work of the Corporate Leadership maximising opportunities for collaborative working.
- Work in partnership with the Director of Adult Social Care to ensure that effective services are in place to support young people with social care needs during the transition into adulthood.
- Promote equal opportunities and tackle discrimination both within and outside the Council and ensure that all children and young people's services are focused on the needs of every child.
- Ensure the Council is able to demonstrate compliance with its statutory obligations, including meeting Health and Safety legislation.
- Promote good external relations by representing the authority at national, regional and local levels and promote the interests of the authority externally.

Competences

The following competencies are relevant to Team Leaders and Managers, whatever their seniority or responsibilities. These competencies form an important part of your job. They will be discussed in Supervision and performance appraisal and they will be routinely considered for inclusion in your personal training development plan.

- **Leadership** – You will influence and facilitate the activity of others and lead by example. In managing others you are more likely to adopt different styles of leadership behaviour to suit the situation or the circumstance.
- **Problem Solving** – Your problem solving activity must be information led, have a clear community focus, utilise partnerships and deal with the cause rather than the effects of problems. You consult widely on the nature of issues, seek advice and guidance from employees, management and the community. You use your own and others experience and knowledge to understand or identify current or potential problems and to look to implement long lasting solutions to the problems or concerns or the communities within Blackpool.
- **Performance** – You will evaluate working environments and processes to ensure that your services are efficient and effective. You will focus on performance and the achievement of goals and objectives. You will challenge established working practices and take advantage of emerging situations to improve your team’s effectiveness and efficiency.
- **Learning and Development** – You will adopt an inclusive approach to learning and development, providing equal opportunities for all employees. You will encourage others to take an active part in their own development, but will also ensure that team development activity is relevant and cost-effective. You will promote on the job development, provide regular reviews, give constructive feedback on performance and use best practice assessment methods in selecting staff fairly.
- **Communication and Relationships** – You will consult with others in a way, which encourages open and frank discussion, shows respect and maintains productive working relationships. You will recognise the importance of providing opportunities for others to discuss problems, ask questions and seek clarification. You will encourage this to happen by remaining visible and approachable. You will recognise the needs and feelings of others and appreciate conflicting demands will be necessary in considering when and how to respond. You will intervene and challenge inappropriate behaviour, communicate with others from diverse backgrounds and act professionally at all times.
- **Knowledge and Understanding** – You will have good knowledge of facts, procedures and people to help influence opinion, motivate others and achieve results.
- **Planning and Resources** – This competence concerns the efficient management of personal and team resources and includes monitoring and controlling the way in which resources are used, co-ordinating, facilitating and planning service delivery. It also involves you in using frameworks, which help thinking and generate positive changes to the way council services are delivered. You will work towards a clear vision of the future where all council activity is directly related to providing quality services and meeting the expectations of our community.

Please note: The post holder will be expected to work in the interest of the organisation. This may include undertaking other duties provided that these are appropriate to the employee’s background, skills and abilities. Where this occurs there will be consultation with the employee. It is the responsibility of the post holder to comply with Health and Safety and Equal Opportunities at all times

Equality of Opportunity: We do our utmost to ensure that there is no unjustified discrimination in the recruitment, retention, training and development of staff on the basis of their age, sexuality, religion or belief, race, gender or disabilities.

To ensure our services are accessible to all, documents prepared by Blackpool Council are available in large print, Braille, on audio-cassette or computer disk upon request. We can also provide help for British Sign Language users and provide information in other languages. Please ask for details or telephone 01253 477117.

Recruitment and Safeguarding Team

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