



FOR PUBLICATION

DERBYSHIRE COUNTY COUNCIL

COUNCIL

THURSDAY, 18 JULY 2024

Report of the Executive Director - Children's Services

Children's Services Leadership Changes

1. Purpose

- 1.1 The purpose of this report is to seek approval for the salary package for the Director of Strategic Commissioning, Quality and Performance (SCQP) as changes to the role have resulted in it being evaluated as a Grade 18 instead of a Grade 17 role. As this will potentially result in a salary payment of over £100,000, Council approval is required.
- 1.2 For Council to note the job title of the Director of Schools and Learning is changed to become Director of Education. The job content remains the same resulting in the requirement for the Pay Policy and Constitution to be updated to reflect the changes.
- 1.3 The implications to the change in Children's Services senior leadership are highlighted in this report.

2. Information and Analysis

- 2.1 Children's Services currently consists of three Directorates led by three Directors: Director of Schools and Learning, Director of Early Help and Safeguarding (EH&S), and the Director of Strategic Commissioning, Quality and Performance (SCQP).

Together with the Executive Director, the leadership team provide strategic leadership and management of Children's Services ensuring

quality provision of services and better outcomes for Derbyshire's children, young people and families.

All three posts within the current structure are full time positions and a review of the Children's Services senior team structure has determined that all three roles continue to be required. The Director of Schools and Learning and Director of SCQP are both held currently on a temporary basis until end of October 2024 and end of September 2024 respectively. The Director of EH&S will be vacant from 18th August 2024 when the current post holder retires.

- 2.3 The Director of SCQP's Job and Person Profile has been revised to reflect changes to the role. In 2022, Children's Services went from four to three Directors and some duties were re-aligned to the role Director of SCQP. More recently additional accountability for children's residential services and the principal social worker function has been transferred to this role from the Director of Safeguarding and Early Help role. The Director of SCQP role also provides key leadership in transformational change and responsibility for commissioning of children's services and the impact this has on good and/or better outcomes for children's services.
- 2.4 All Director grade positions are assessed by the Council's external job evaluation provider, Korn Ferry Hay. The evaluation completed by Korn Ferry Hay, in light of the changes, has assessed the amended Director of SCQP role at Grade 18. The role is currently evaluated at grade 17. The Grade 18 pay scale is currently £99,063 - £108,772 per annum, and therefore the salary could fall above the £100k salary threshold. Any proposed salary package over £100,000 requires agreement of Full Council. Council is therefore asked to approve the remuneration package for the role of Director of SCQP to be a Grade 18 remuneration package, with the salary for that role currently falling within the range of £99,063 to £108,772.
- 2.5 The Director of EH&S role has been re-evaluated by Korn Ferry Hay in relation to the key change to its portfolio as above and the role has been confirmed to remain at Grade 18. Therefore, there is no change to this role.

The Executive Director of Children's Services has determined that the job title of the 'Director of Schools and Learning' should be changed to 'Director of Education' on the basis that this better reflects the responsibilities of the role, particularly in light of the transition from schools to academies. Minor changes have also been made to the Job and Person Profile to reflect these changes. It has been confirmed by

Korn Ferry Hay that the changes are minor and do not require a job evaluation, with this role remaining at Grade 18.

2.6 The Managing Director considered a report setting out the proposed changes to the structure and agreed to support the amendments on 12th July, subject to Council approving the salary package for the role of Director of SCQP as Grade 18. The changes to the senior leadership structure in Childrens Services as outlined in this report would require the Pay Policy Statement to be amended to reflect the new grade of Director of SCQP and the job title change from Director of Schools and Learning to Director of Education.

2.7 In addition, any additional references in the Constitution to the existing role title of Director of Schools and Learning will require amendment to reflect the new title.

3. Consultation

3.1 There is no requirement for formal consultation on the proposal with no risk of redundancy identified as all 3 posts will be vacant and available to be advertised due to the retirement of one of the postholders and that the other two roles are on held on a temporary basis. Therefore, there are no individuals directly impacted by these proposals. Planned communications will take place with both Trade Unions and employees across Childrens Services prior to implementation.

4. Alternative Options Considered

4.1 The Council could decide not to approve the salary for the Director of SCQP. However, this role is crucial to the development and implementation of the Children's Services Strategy and performance and compliance across the services.

5. Implications

5.1 Appendix 1 sets out the relevant implications considered in the preparation of the report.

6. Background Papers

6.1 None identified.

7. Appendices

7.1 Appendix 1 – Implications

8. Recommendation(s)

That Council:

- a) Approves the salary package for the role of Director of SCQP as Grade 18, up to £108,772 per annum;
- b) Approves the amendments to the Pay Policy Statement to reflect the changes to Childrens Services leadership roles as outlined in the report; and
- c) Authorises the Monitoring Officer to make the necessary amendments to the Constitution to reflect the changes to job and role titles.

9. Reasons for Recommendation(s)

- 9.1 To comply with the necessary legislative, statutory guidance and Constitutional requirements.
- 9.2 To ensure that the Pay Policy Statement and Constitution remain up to date.

Report Author: Annabel Byrom

Contact details: annabel.byrom@derbyshire.gov.uk

Implications

Financial

- 1.1 The salary package for the role of Director of SCQP as Grade 18, up to £108,772 per annum, would increase costs by up to £18,287 per annum including NI and pension on costs. The cost of the increase in the salary budget from the regrade is being met from a particular budget in Children's Services where a corresponding saving has been identified.
- 1.2 There are no other financial implications arising from the proposed amendments to the Pay Policy Statement to reflect the changes to Children's Services leadership roles as outlined in the report.

Legal

- 2.1 The amendments to the structure of the Children's Services Leadership Team have been approved by the Executive Director of Children's Services and the Managing Director as Head of Paid Service. The Head of Paid Service derives power from statute to agree the manner in which the discharge by the authority of their different functions is co-ordinated; the number and grades of staff required by the authority for the discharge of its functions; and the organisation of the authority's staff.
- 2.2 The Openness and Accountability in Local Pay: Guidance under section 40 of the Localism Act provides that full council should be offered the opportunity to vote before large salary packages are offered in respect of a new appointment. The Secretary of State considers that £100,000 is the right level for that threshold to be set. For this purpose, salary packages should include salary, any bonuses, fees or allowances routinely payable to the appointee and any benefits in kind to which the officer is entitled as a result of their employment. As set out in the Constitution, Appendix 1 – Responsibility for functions, approval of remuneration on appointment in excess of £100,000 is the responsibility of full Council.
- 2.3 Subject to approval of the salary by Council as these roles are deputy chief officer roles because they report directly to the Executive Director of Children's Services, recruitment to the posts will be carried out in accordance with the Officer Employment Procedure Rules in the Constitution. The Officer Employment Procedure Rules stipulate that the appointment of Deputy Chief Officers is the responsibility of the Head of Paid Service or an officer nominated by them, but that

members of the Cabinet will be notified of the proposed appointment to these roles and any objections will be considered before any appointment is made.

- 2.4 The Monitoring Officer is authorised to make changes to the Constitution to reflect any changes to job or role titles; however, any such amendments must be reported retrospectively to the Governance, Ethics and Standards Committee and to Full Council for noting. To avoid the need to prepare additional reports, Council is recommended to approve the necessary amendments.
- 2.5 The proposals set out in the report meet the necessary legislative, statutory guidance and constitutional requirements.

Human Resources

- 3.1 Recruitment to the Director roles will be undertaken in-line with the Council's recruitment and selection policy and the constitutional requirements for Deputy Chief Officers.

Information Technology

- 4.1 Not applicable

Equalities Impact

- 5.1 The Director roles will be advertised in such a way as is likely to bring it to the attention of persons who are qualified to apply for it. The appointment process will be conducted in accordance with the Council's Recruitment and Selection Policy and any reasonable adjustments will be made for candidates in order to access the process as appropriate.
- 5.2 It should be noted that the Council has put in place a number of measures in its recruitment process in order to promote equality. These include:
 - providing disabled job applicants with adjustments throughout the recruitment process to help make the process fairer, such as making reasonable adjustments at interview.
 - providing all disabled people who meet the essential criteria with a guaranteed interview and by ensuring that any test or assessment is fair to everyone and focuses on the skills and knowledge needed for the job.

Corporate objectives and priorities for change

6.1 These proposals form part of the Council's Strategic Objective number 26;

“Reviewing the efficiency and effectiveness of top-level structures within the Children's Services directorates”

Other (for example, Health and Safety, Environmental, Sustainability, Property and Asset Management, Risk Management and Safeguarding)

7.1 Not applicable