

#### **APPENDIX 4 - Merger of Adults Wellbeing Health and Children & Young Peoples Services: Local Test of Assurance**

The Statutory Guidance on the Roles and Responsibilities of the Director of Children’s Services and the lead member for Children’s Services states that it is legally permissible for the role of Director of Children’s Services to be combined with other functions, but authorities should give due consideration to protecting the discrete roles and responsibilities of the Director of Children’s Services before allocating any additional functions to individuals performing these roles. Local Authorities should undertake a local test of assurance so that the focus of outcomes for children and young people will not be weakened or diluted as a result of other responsibilities. The test should consider the impact on both children and adult services where there is a joint Director of Children’s Services and Director of Adult Social Services post.

The guidance stresses that Local Authorities will, as a matter of course want to ensure that their structures and organisational arrangements enable them to:-

- Fulfil their statutory duties effectively (including ensuring that children, young people and their families receive effective help and benefit from high educational standards locally)
- Be transparent about responsibilities and accountabilities
- Support effective and interagency and partnership working.

| <b>Essential Element of Assurance</b>  | <b>Arrangements Proposed</b>  | <b>Risk Areas and Mitigation</b>  | <b>Any Additional Action Required?</b>  |
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| Clarity about how senior management arrangements ensure the safety and educational, social and emotional needs of the children and young people are given due priority and | The proposed integrated Corporate Director of Children and Adults’ Services will have overall responsibility as the Director of Children’s Services, but supported by a strong team of Heads of | Lead Member for Children’s Services as a discrete role, together with continuity of discrete key senior Head of Service posts who lead key assurance elements mitigates | This local test of assurance will be revisited if any future charges occur at a Head of Service role. |

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| <p>how they enable staff to help the local authority discharge its statutory duties in an integrated and coherent way.</p>   | <p>Service team appointed at a senior level reflecting their duties in a very large authority, including roles which take responsibility for:-</p> <ul style="list-style-type: none"> <li>• Safeguarding and Specialist Services leading on safety</li> <li>• Achievement Services leading on education</li> <li>• Early Intervention and Partnership Services.</li> </ul> <p>The appointed candidates at a Head of Service level all have a professional background in their key areas of responsibility within the new roles.</p> | <p>this risk, as does the Children's Services background of the current Corporate Director of Adults Well Being &amp; Health.</p> |                 |
| <p>Clarity about how the local authority intends to discharge its children's services functions and be held accountable for them from political, professional legal and corporate perspectives (including where, for example, services are commissioned from external providers or mutualised in an arms length body).</p> | <p>Clear commissioning arrangements will be agreed and set out by the new Corporate Director.</p> <p>Accountability from a political point of view continues to be through the role of the lead member for Children's Services. Key roles of Head of Children's Care, Commissioning, Education &amp; Early Intervention and Involvement have all been established to ensure a strong focus on outcomes for</p>  | <p>As above</p>   | <p>As above</p> |

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|   | children and young people.   |                      |          |
| The seniority and breadth of responsibilities allocated to individual post holders and how this impacts on their ability to undertake those responsibilities (especially where a local authority is considering allocating any additional functions to the DCS post). | The new single Director post will have responsibility for Adults Services as well as Children's Services, but some of the current Adult's portfolio including Heritage, Arts, Culture and Libraries will transfer to a different service grouping as will the Council's Archive, limiting the scope of additional responsibilities. All Corporate Director posts are responsible for strategic leadership with functional management at Head of Service level, the level of responsibility will be similar to the previous posts. A strong, senior Head of Service team will provide capacity to ensure responsibilities can be discharged at a senior level |                      | As above |
| The involvement and experiences of children and young people in relation to local services.   | Arrangements will be unchanged. Children and Young People are strongly involved in planning services and this will continue. These arrangements are managed at Head of Service level.  | No additional risks. | As above |
| Clarity about child protection systems, ensuring professional leadership and practice is robust   | Child protection systems will continue, being led by a Head of Service responsible for   | No additional risks. | As above |

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| <p>and can be challenged on a regular basis, including an appropriate focus on offering early help and working with other agencies in doing so.</p>  | <p>safeguarding children and children's social work. The focus on early intervention will also remain through the work of the One Point teams and continue to be led at a senior level.</p>  |                             |                 |
| <p>The adequacy and effectiveness of local partnership arrangements e.g. the local authority's relationship with schools, the LSCB, the courts, the children's trust cooperation arrangements, Community Safety Partnerships Health and Well Being Boards, Youth Offending Team Partnerships, Youth Offending Team Partnerships, Police, Probation, Multi-agency Risk Assessment conferences) and their respective accountabilities)</p> | <p>Local partnership arrangements have recently been reviewed with extensive input from partners, and will continue to be chaired at director level. At Head of Service level the realignment of some duties has been undertaken (for example service planning and commissioning) but substantive areas of management responsibility such as Adult Social Care and Children's Social Care/Safeguarding will remain unchanged. The Early Intervention service is already is widely integrated with staff from partnership services and incorporates the 'One Point' teams. The adoption of the 'Think Family' strategy shows the corporate commitment to early intervention. and this commitment will continue.</p> | <p>No additional risks.</p> | <p>As above</p> |
| <p><i>Note the guidance focuses on C</i></p>   |  |                             |                 |

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| <p><i>YPS services but adult services also require careful consideration. The following are suggestions</i></p>   |  |                             |                  |
| <p>Clarity about how the senior management arrangements ensure that the protection of vulnerable adults is given due priority and how they enable staff to discharge their duties in relation to such protection in an integrated and coherent way.</p> | <p>The proposed integrated Corporate Director of Children and Adults' Services will take the lead for protecting vulnerable adults in line with statutory guidance, supported by a strong Head of Service team appointed at a senior level. The Head of Adult Care is responsible for discharging functions that protect vulnerable adults and this role and focus will continue within the new single service grouping. The current Corporate Director Post has wider responsibilities including Arts, Heritage, Culture and Libraries. Whilst the new Corporate Director post will have responsibilities for Children's as well as Adults' Services, other responsibilities for Arts, Heritage and the Council's Archive, Culture and Libraries will move elsewhere.</p> | <p>No additional risks.</p> | <p>As above.</p> |
| <p>Clarity about how the local authority intends to discharge its adult services functions and be held accountable for them from</p>  | <p>Systems for protection of vulnerable adults are unchanged. Wider service user assessment and care management arrangements, and</p>  | <p>No additional risks.</p> | <p>As above.</p> |

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| political, professional legal and corporate perspectives (including where, for example, services are commissioned from external providers or mutualised in an arms length body).   | service commissioning arrangements will also remain unchanged at this stage.  |                      |           |
| The seniority and breadth of responsibilities allocated to individual post holders and how this impacts on their ability to undertake those responsibilities   | There will be a strong Head of Service structure providing Adult Services. The Director post is one of strategic oversight and mentoring in this regard.  | No additional risks. | As above. |
| The involvement and experiences of service users in relation to local services   | Arrangements will remain unchanged.   | No additional risks. | As above. |
| Clarity about adult protection systems ensuring professional leadership and practice is robust and can be challenged on a regular basis, including an appropriate focus on offering early help and working with other agencies in doing so | Adult protection systems will continue, being managed by a Head of Service responsible for adult care as at present, with oversight by the new Corporate Director of Children and Adults' Services. | No additional risks. | As above. |
| Clarity about eligibility for services for adults ensuring professional leadership and practice is robust and can be challenged on a regular basis, including an appropriate focus on offering clarity about care                          | Delivery continues to rest with the Head of Adult Care, as at present, with strategic oversight by the new Corporate Director.  | No additional risks. | As above. |

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| <p>planning and delivery ,ensuring professional leadership and practice is robust and can be challenged on a regular basis, including an appropriate focus on offering timely help, and working with other agencies in doing so</p>   |  |                             |                  |
| <p>The adequacy and effectiveness of local partnership arrangements e.g. the local authority's relationship with Health, the Police, Community Safety Partnerships, Health and Well Being Partnerships, Health and Well Being Boards, Multi Agency Risk Assessment conferences and their respective accountabilities.</p> | <p>Partnership arrangements are undergoing changes at the moment reflecting changes in the wider operating environment. The Council remains committed to partnership working in a range of forums. The Community Safety Partnership and associated partnership governance forums as they relate to community safety will continue including, multi agency public protection arrangements, multi agency risk assessment conferences and all other interagency arrangements.</p> | <p>No additional risks.</p> | <p>As above.</p> |
| <p>Clarity about how new responsibilities to be transferred to the authority under the health and Social Care Act 2012 will be taken forward, in particular:</p>  | <p>In particular work to oversee the transfer of health functions under the Health and Social Care Act is led by the Corporate Director of Adults Well-Being and Health The</p>  | <p>No additional risks.</p> | <p>As above.</p> |

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| <ul style="list-style-type: none"> <li>• Responsibilities for public health</li> <li>• Transferred health functions</li> <li>• Duties to improve public health</li> <li>• Joint strategic needs assessments</li> <li>• Joint Health and well being strategies.</li> <li>• Health and well being arrangements ( including health and well being boards</li> </ul> | <p>Director of Children’s Services and Director of Adults, Health and Wellbeing have been actively involved in the shadow local health and wellbeing board, and it is a requirement of the Board that the DASS and DCS are a member.</p> |  |                  |
| <p>Identify any steps to be taken e.g. transfer of functions to other groupings so as to focus any merged Director of Children’s Services and Director of Adults’ Services role on the provision of Adult and Children’s Services</p>  | <p>The Arts, Heritage, Culture and Libraries functions will be transferred to the Corporate Director of Neighbourhoods Services. The Council’s Archive transfer to Assistant Chief Executive’s office.</p>                               | <p>This will reduce risks associated with a wider breadth of responsibilities for the new Corporate Director post.</p> | <p>As above.</p> |