

# Director of Children's Services

**P**eterborough is an attractive and vibrant cathedral city, with a proud history and an exciting future.

Even in this straightened financial climate, Peterborough City Council is committed to improving services and boosting the local economy through strong and effective partnerships with both the private and voluntary sectors.

The city now wants to appoint a Director of Children's Services who will provide strong leadership for the management team and staff within the 450 strong department which has been undergoing a series of major changes.

In November last year, Ofsted delivered a critical assessment of Peterborough Children's Services which identified serious weaknesses within its arrangements for safeguarding children and young people which overshadowed the council's success in schools and other key areas of provision such as childcare and looked after children.

This prompted a major overhaul of the management and organisation of Children's Services led by Chief Executive Gillian

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Beasley with strong support and backing from the Leader of the Council.

The appointment of Malcolm Newsam as Interim Director of Children's Services and the recruitment of Sue Westcott as Assistant Director of Safeguarding and of Wendy Ogle-Welbourn as Assistant Director of Strategy brought a wealth of experience to the department and has reinforced the Council's ambition to drive through service improvements.

Among the key issues highlighted by Ofsted had been the serious backlog of work with the department struggling to cope with unallocated casework and incomplete assessments and

**Chief Executive Gillian Beasley**



immediate action was needed to increase staff levels within the establishment from 56 to 81 and set in place the building blocks for improved service capacity.

By March this year the backlog of initial assessments was reduced from a high of 235 in December to nil and the number of core assessments still waiting

completion had fallen from 125 to just five, with the improved staffing levels not just helping to reduce the departmental backlog but ensuring a more even spread of casework and helping to improve the overall quality of work.

Installation of an improved computer system and administrative support, implementing

an effective quality assurance framework and putting in place a compelling workforce strategy alongside more effective commissioning and a range of preventative services have all played an important part in securing improvements.

As the reputation of Children's Services has risen, so has the Council's success in attracting high quality staff improved and the city has moved from a situation where there was no-one applying for jobs in Peterborough to now attracting a regular stream of experienced applicants.

“We took immediate action to address the issues raised by Ofsted and the service improvements we have already seen are just the start of what we want to achieve,” says Chief Executive Gillian Beasley.

“Our challenge now is for us to build on this success and our new Director of Children's Services will be charged with leading a management team that can deliver the high quality and sustainable Children's Services that our community expects and deserves.”



“Peterborough is a vibrant and dynamic place where many of our children and young people achieve amazing things”



## Director of Children's Services

Up to £140k

We realise that the Children and Young People of the city are central to our vision and priorities. Over the course of this year, we have dramatically improved our Children's Services and are moving forward with confidence with a model that will ensure clarity of leadership, fully embrace the move towards integrated delivery, direct resources to frontline services and allow us to accelerate the pace of change in order to ensure improvements in services and outcomes for children and young people.

We now need to appoint an exceptional Director of Children's Services to continue the progress already made and ensure we create a sustainable platform to deliver excellent outcomes for children and young people. You will also have an important contribution to make to our corporate management team.

You will already have an impressive track record in leading children's services and be able to demonstrate achievements in successful change management and significant performance improvement. You will have

credibility with a wide range of stakeholders and be an impressive ambassador for the Council and children's services across the city.

Above all, you will be committed to delivering a brighter future for all the diverse children and young people in Peterborough. For further details, please visit

[www.leadingpeterborough.com](http://www.leadingpeterborough.com) or contact **Jon Houlihan** on **0121 644 5710**.

**Closing date: 10th August 2012.**

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