

NORTH LINCOLNSHIRE COUNCIL

CHILDREN'S SERVICES CABINET MEMBER

**CREATION OF POST TEAM MANAGER (SEN)
DELETION OF POST SENIOR SEN ADVISOR**

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To seek approval for the creation of the post of Team Manager (SEN)
- 1.2 To delete the post of Senior SEN advisor ELSN0001

2. BACKGROUND INFORMATION

- 2.1 Children and Young People Services have been realigned. As a part of this alignment the Special Educational Needs (SEN) Statement team is now within the management responsibilities of Children and Family Services.
- 2.2 The Statementing Team undertakes the Local Authority (LA) statutory duty to process, finalise and review statements of SEN. The Statementing Team needs to ensure that operational management and the statutory process is in line with this and meets performance targets. Historically, the management of this has been undertaken by a Senior SEN Advisor.
- 2.3 Within the new organisational arrangements it is appropriate that the Statementing Team is managed at an operational level with a Manager graded at a level commensurate with operational duties. Therefore it is relevant and more cost effective to create a Team Manager to deliver this than a specialist advisor.
- 2.4 It is therefore proposed that we create a Team Manager's post at a Grade 10 to undertake these tasks and delete the post of Senior SEN Advisor.

3. OPTIONS FOR CONSIDERATION

- 3.1 Option 1 – Delete post of Senior SEN Advisor. Create post of Team Manager.
- 3.2 Option 2 – Status Quo and the team continues to be managed by Senior SEN Advisor.

4. **ANALYSIS OF OPTIONS**

- 4.1 Option 1 – This is appropriate to the needs of the service and a realistic option that ensures best value.
- 4.2 Option 2 – Not to approve the proposal and maintaining the status quo will not represent best value.

5. **RESOURCE IMPLICATIONS (FINANCIAL, STAFFING, PROPERTY, IT)**

5.1 Financial

The realignment and financial virements were based upon the creation of the Grade 10 post, which represents a cost saving of £21,000, which contributes to the overall efficiencies. £5,000 has been vired to cover the additional costs with the Parent Partnership regrading.

5.2 Staffing

The current Senior Adviser (SEN) has been covering the post on a temporary contract basis since 1 August 2007 when the previous post holder retired. The temporary post will cease in October 2008.

5.3 Property

None.

5.4 IT

None.

6. **OTHER IMPLICATIONS (STATUTORY, ENVIRONMENTAL, DIVERSITY, SECTION 17 - CRIME AND DISORDER, RISK AND OTHER)**

6.1 Statutory

The Team Manager (SEN) will be required to work within the guidelines of the SEN Code of Practice and relevant legislation (e.g. Education Acts, Disability Discrimination Act). This is a statutory function of the council.

- 6.2 Diversity – Being clear about roles/responsibilities will allow for greater focus on the task in hand to improve services/provision for SEN/ disabled children and young people.

7. OUTCOMES OF CONSULTATION

7.1 Unions have been consulted in respect of the realignment.

8. RECOMMENDATIONS

- 8.1 Children's Services Cabinet Member endorses the proposal that the post of Team Manager (SEN) be created.
- 8.2 Children's Services Cabinet Member endorses the proposal that the post of Senior Advisor SEN ELSN0001 be deleted.
- 8.3 Children's Services Cabinet Member agrees that this report be forwarded to Corporate Services Cabinet Member for approval.

SERVICE DIRECTOR CHILDREN, STRATEGY AND PARTNERSHIPS

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Background Papers used in the preparation of this report:

Team Manager (SEN) – Job Description / Job Evaluation.

Appendix 1

Post	Delete	Create
Post Number	ELSN0001	TBC
Post Title	Senior SEN Advisor	Team Manager SEN
Post Grade	Solbury 21-24 +2	Grade 10
Grade approved? Yes/No	Yes	Yes
Post Hours (WTE)	37	37
Contract Type	Permanent	Permanent
Contract Start and End Date	01/09/04	TBC
Establishment	SEN	SEN
Cost Centre	E804C	E108 SEN Team
Funding source	Social Inclusion Budget	
Essential Car User?	Yes	Yes
Mid-point costing including 29.5% on-costs (wef 1.4.08)	£72,108	£45,841