

**OFFICER DELEGATION SCHEME
RECORD OF OPERATIONAL DECISION**



TO BE UPLOADED TO THE E-MEETINGS MANAGER

Date: 16 th July 2019	Ref No: 1933
Type of Operational Decision:	
Executive Decision <input checked="" type="checkbox"/>	Council Decision <input type="checkbox"/>
Status: FOR PUBLICATION	
Title/Subject matter: Adult Safeguarding - Leadership	
Budget/Strategy/Policy/Compliance – Is the decision:	
(i) within an Approved Budget	Yes
(ii) not in conflict with Council Policy	Yes
(iii) not raising new issues of Policy	Yes
Equality Impact Assessment [Does this decision change policy, procedure or working practice or negatively impact on a group of people? If yes – complete EIA and summarise issues identified and recommendations – forward EIA to Corporate HR]	N/A

Details of Operational Decision Taken *[with reasons]*:

The Adult Social Care workforce is currently in a state of transition. The former Social Care Locality Teams have been re-organised as a component of the Integrated Neighbourhood Teams (INT's), working alongside District Nurses and other Health professionals under the scope of the Local Care Organisation. To facilitate the development of INTs and to enable them to focus upon neighbourhood working, using a strengths based approach, all safeguarding cases have been taken from them and moved across to a newly established Safeguarding Team. This was the way the staff in the Localities Teams wished their service to move forward following a period of informal consultation over a period of 6 months.

The Safeguarding Team was developed from the existing social care workforce, using an expression of interest approach. On that basis, the overall Adult Social Care establishment has not been increased and the team is funded from within existing resources.

The Team is headed by a Team Manager, Grade 15, but as it is a newly created, standalone service, there is a gap in the provision of strategic leadership, direction and performance management. In order to resolve this issue a new structure is proposed with the Team Manager reporting to the newly created post of Head of Safeguarding.

This new role is based on the existing Safeguarding Adults Manager post, which has the purpose of ensuring that the principles and statutory requirements of the Care Act (2014) and associated statutory guidance regarding Safeguarding of Vulnerable Adults are understood and applied by all relevant agencies across health and social care in Bury. The post was also lead officer for the Adult Safeguarding Board, although this element of the role will be taken on by the newly appointed Children and Adult Safeguarding Board Manager (from Sept 2019) as the safeguarding Boards combine to form the Bury Integrated Safeguarding Partnership.

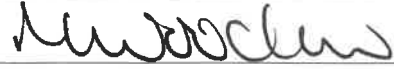


It is therefore proposed that the role of Safeguarding Adults Manager is transformed into the Head of Adult Safeguarding, moderated at Grade 18. This new role is essentially the previous substantive post with the added responsibility to provide strategic management and support to the operational Safeguarding Team and Reviewing Team. The role of Safeguarding Adults Manager would be disestablished.

The newly created Head of Safeguarding will report directly to the Assistant Director, Strategy, Performance and Finance. This post will become operational from the 2nd September 2019.

The proposed structure is detailed in Fig. 1 overleaf:

Recommendation:

It is recommended that this proposal is supported.

Decision taken by:	Signature:	Date:
Joint Chief Finance Officer (CCG & LA)		20/8/19
Interim Executive Director - Communities & Wellbeing		22/8/2019
Head of Workforce - Communities & Wellbeing		21/8/19
Members Consulted [see note 1 below]		
Cabinet Member/Chair	Jane L. Beach -	2/9/19
Lead Member	A. L. Ince	06/09/19
Opposition Spokesperson	Roy G. Walker	20/9
Notes		
<p>1. It is not generally a requirement to consult with any Members on Operational Decisions but where a Chief Officer considers it necessary to consult with the appropriate Cabinet Member and/or Lead Member, they must sign the form so as to confirm that they have been consulted and that they agree with the proposed action. The signature of the Opposition Spokesperson should be obtained to confirm that he/she has been consulted.</p> <p>2. This form must not be used for urgent decisions.</p>		

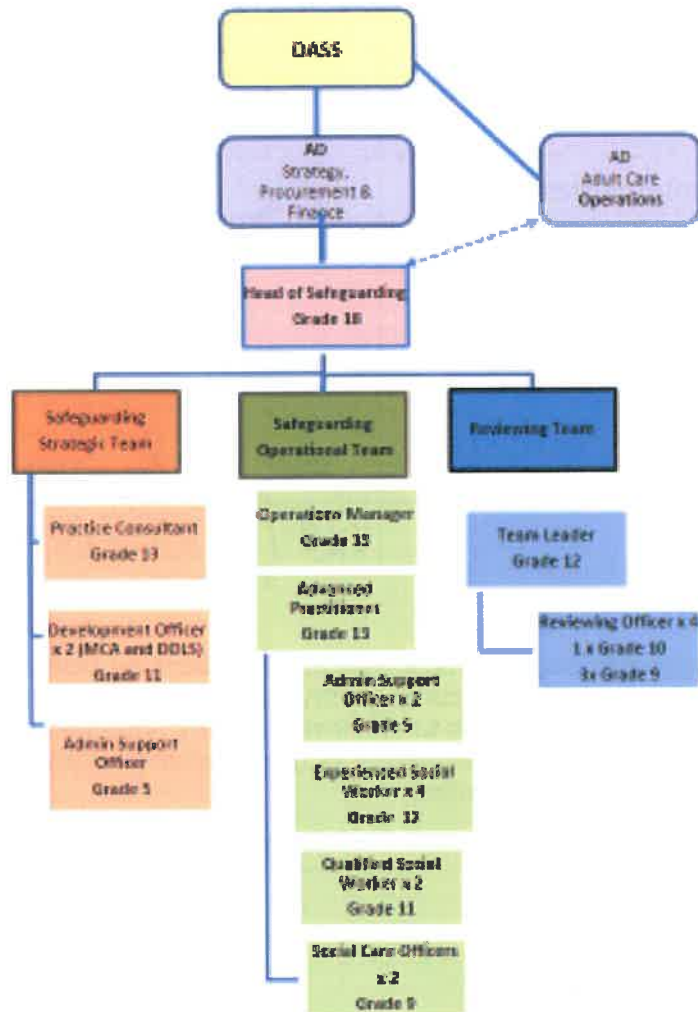


Fig. 1: Proposed Revised Structure for the Safeguarding Team