

To: **All Children's Social Care staff**

Gail Hancock
Interim Director for Children's Safeguarding and Care
Shire Hall
Westgate Street
Gloucester,
GL1 2TG
email: gail.hancock@gloucestershire.gov.uk

Please ask for: Gail Hancock

Phone: 01452 425775

Our Ref: GH/jp

Date: 14th June 2021

Dear Colleagues

Re: Update - Children's Services Social Care Staff Changes

I am making contact to let you know about some staff changes to ensure that everyone is aware and clear about next steps. I have started to contact some individuals who are directly affected by these changes and will be having further conversations over the next few days. In the meantime, please be aware that:

Simon Rushall, Consultant improvement and development advisor: Philip Segurola, interim Assistant Director, has recently completed a 9-month interim contract and has left us to begin his second retirement - we wish him all the very best for this. Pending the implementation of the social care transformation remodelling proposals, and a formal consultation exercise to appoint four Area Assistant Directors, Simon Rushall has agreed to take on an extended improvement and development remit. This will be to support me with a range of service priorities. Simon has already started this extended role and due to Simon's previous role and remit I am delighted to report that this has been a seamless transition.

Pauline Naraine, interim Head of Service – Cotswolds and Stroud: Pauline joined Gloucestershire Children's Services to manage and lead Cotswolds and Stroud Localities as Sue Staley had to step back from work for personal reasons. So, I'd like to formally welcome Pauline and offer her a very warm welcome.

Gill Horrobin, Strategic Lead Children in Care: Gill has had a long relationship with Children's Services and has helped to progress the improvement journey by mainly focusing on practice and performance with children in care. Gill has recently advised that she will be leaving Gloucestershire Children's Service to take up an exciting new role establishing residential care in the North East of England. We wish Gill all the very best with her new role and thank her for everything that she has done in Gloucestershire.

Sunita Khattra-Hall, interim improvement and development advisor: To back fill and take account of the changes to Simon's role and Gill's departure, Sunita Khattra-Hall will be joining us to work alongside Simon, Kanchan Jadeja and myself as an improvement and development advisor. I already know Sunita from working with her in London and I am really pleased that she is able to join us given her extensive experience in managing and leading quality assurance services. I extend a warm welcome in anticipation of her start with us on Monday 21 June 2021.

Kevin Buck, Head of Service: Kevin has recently advised that he will be leaving Gloucestershire Children's Services to take up a new Head of Service position with North East Lincolnshire Children's Services. Kevin has been with Gloucestershire Children's Services for four years and has had a broad role and remit in helping to progress the improvement journey. We wish Kevin all the very best for the future and his new challenges in North East Lincolnshire. In terms of making alternative arrangements to ensure a seamless transition, Kevin will start to make a transition from Gloucestershire to North East Lincolnshire from Monday 28 June 2021. Kevin will have a split week working pattern alternating between Gloucestershire and North East Lincolnshire. The exact dates will be confirmed this week but it will most likely be a two-day/three-day split working week from 28 June until 30 July 2021.

Head of Service - MASH, Missing and Exploitation: Expressions of interest for an internal acting up opportunity will be invited immediately, alongside a parallel agency search as required. This will be to secure continuity of management and leadership as quickly as possible from 28 June 2021. Internal expressions of interest should be sent to me, and copied to Julia Pollard (PA), by 4:00pm on 18 June 2021. Expressions of interest should include a CV and brief personal statement (no more than 2 sides of A4) setting out suitability for the role. Internal interviews will take place during week commencing 21 June 2021.

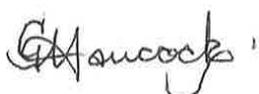
Head of Service - Tewkesbury Locality: Sue Staley, will become the interim Head of Service for Tewkesbury Locality, from Monday 2 August 2021. Sue has already been the interim Head of Service for Gloucester Locality, whilst Rachel Townsend took a career break in 2020, and has also been the interim Head of Service for Cotswolds and Stroud Localities. Following Sue's recent break from work I am delighted that she will be able to return. Sue is already well versed in GCC's local arrangements and will plan a handover with Kevin in July 2021. I'm sure we will all give Sue a warm welcome back.

Gloucestershire Safeguarding Children's Partnership: There are a number of GSCP roles and responsibilities that have been held by Kevin. I will be discussing these with all the remaining Heads of Service and am confident that we will be able to agree alternative arrangements and representation from 2 August 2021 onwards. I have already received details of the GSCP roles and responsibilities from Dave Jones, GSCP Manager, and I anticipate that Kevin will be able to hand over to other Heads of Service during July 2021.

If you have any specific queries regarding these changes, please speak with your Head of Service in the first instance. As I have outlined above, if you would like to express an interest for the Head of Service – MASH, Missing and Exploitation, please forward me and Julia Pollard (PA) your CV and a short personal statement by 4:00pm on Friday 18 June 2021.

I would like to acknowledge and offer sincere thanks to everyone above who has already contributed so much to the Children's Services social care improvement journey and I would like to welcome everyone who has come/is coming to carry on the improvement journey in Gloucestershire. We continue to focus on delivering the Accelerated Improvement Plan to make and sustain the necessary changes to practice and performance so that vulnerable local children, young people and their families receive consistently good and better services that improve their outcomes. Thank you to everyone who plays a part in improving practice and performance every day – your continuing hard work and commitment is very much appreciated.

Kind Regards



Gail Hancock
Interim Director for Children's Safeguarding and Care