



London Borough of Barnet,
2 Bristol Avenue,
Colindale,
London NW9 4EW
25 July 2019
Our ref: 5448028

Thank you for your request received on 28 June 2019, for the following information:

1) Organisational Structure of the Children's Services Directorate

I am looking to ascertain the full structure for the Children's Services Directorate, from Head of Service through to Newly Qualified Social Workers across each directorate, with the structure to include job titles.

In addition, if these are separate, can you please send through an organisational structure of the Youth Offending Services, Disability Services and Targeted Intervention Hub if you have one.

2) Salary ranges within the Children's Services Directorate

I would like to request the salary ranges within the children's service directorate please, inclusive of the youth offending service and disability services. The roles required for salary are:

- * Head of Service**
- * Service Manager**
- * Team Manager**
- * Operations Manager**
- * Social Worker Consultant**
- * Advanced Practitioner**
- * Senior Practitioner**
- * Senior Social Worker**
- * Social Worker**
- * Newly Qualified Social Worker**
- * Youth Offending Service Practitioner**
- * Youth Offending Service Senior Practitioner**
- * Youth Offending Service Operations Manager**
- * Youth Offending Service Team Manager**
- * Youth Offending Service, Service Manager**
- * Youth Offending Service Head of Service**
- * Leaving Care Coach**
- * Contact Worker**
- * Family Group Conferencing**
- * Family support worker**

3) Recruitment & Retention Allowances

Please provide information on the structure and amount of any recruitment and retention allowances (or golden hellos) for any position within the Children's Services team. Please state the roles, as above, and the teams that they are associated to.

4) Additional benefits

Please provide information on any additional benefits received by social workers within the children's services team. Eg. Car allowance, annual leave, flexible working etc.

We have processed this request under the Freedom of Information Act 2000.

Response

The council holds the information requested and it is attached/ the answers to your questions are below

1) Organisational Structure of the Children's Services Directorate I am looking to ascertain the full structure for the Children's Services Directorate, from Head of Service through to Newly Qualified Social Workers across each directorate, with the structure to include job titles.

In addition, if these are separate, can you please send through an organisational structure of the Youth Offending Services, Disability Services and Targeted Intervention Hub if you have one.

Please see the attached anonymised structure chart.

2) Salary ranges within the Children's Services Directorate I would like to request the salary ranges within the children's service directorate please, inclusive of the youth offending service and disability services.

The roles required for salary are:

- * Head of Service – Band 7
- * Service Manager – Does not exist in the main scale
- * Team Manager – Grade L
- * Operations Manager Does not exist in main scale
- * Social Worker Consultant – Post does not exist.
- * Advanced Practitioner – Grade J
- * Senior Practitioner – Post Does not exist in Barnet Structure
- * Senior Social Worker – Grade J
- * Social Worker – Grade I * Newly Qualified Social Worker – Grade H
- * Youth Offending Service Practitioner – Grade I

- * Youth Offending Service Senior Practitioner – Post does not exist
- * Youth Offending Service Operations Manager – Grade K
- * Youth Offending Service Team Manager – Post does not exist
- * Youth Offending Service, Service Manager – Grade L * Youth Offending Service Head of Service – Post does not exist
- * Leaving Care Coach – Post Does not exist
- * Contact Worker - Grade H
- * Family Group Conferencing - Post Does not exist
- * Family support worker – Grade H

Salary ranges for each grade can be found attached.

3) Recruitment & Retention Allowances Please provide information on the structure and amount of any recruitment and retention allowances (or golden hellos) for any position within the Children's Services team. Please state the roles, as above, and the teams that they are associated to.

Front Line Social Work Teams Receive additional payments as follows:-

Social Worker up to £5,241

Advanced Practitioner/Senior Social Worker £5,885

In addition, within Intervention and Planning Teams a higher grade of R&R is paid due to acute recruitment difficulties in these teams.

Social Worker up to £7,440

Advanced Practitioner/Senior Social Worker up to £8,229

4) Additional benefits Please provide information on any additional benefits received by social workers within the children's services team. Eg. Car allowance, annual leave, flexible working etc.

- All staff including social workers in children's services teams can access a range of employee benefits through the council's Employee Benefits Portal, these include, but are not limited to:
 - Season ticket loans
 - Car leasing scheme
 - Cycle to work scheme
 - Childcare Vouchers
 - Discounted gym membership
 - Discounted insurance policies
 - Discounts with local retailers in and around Barnet
- Staff can also access and benefit from flexible working policies and practices and the council also run a Wellbeing Hub with access and signposting to a range of wellbeing tools and resources.

Further information

If you are interested in the data that the council holds you may wish to visit Open Barnet, the council's data portal. This brings together all our published datasets and other information of interest on one searchable database for anyone, anywhere to access. <http://open.barnet.gov.uk/>

Advice and Assistance : Direct Marketing

If you are a company that intends to use the names and contact details of council officers (or other officers) provided in this response for direct marketing, you need to be registered with the Information Commissioner to process personal data for this purpose. You must also check that the individual (whom you wish to contact for direct marketing purposes) is not registered with one of the Preference Services to prevent Direct Marketing. If they are you must adhere to this preference.

You must also ensure you comply with the Privacy Electronic and Communications Regulations (PECR). For more information follow this Link www.ico.org.uk

For the avoidance of doubt the provision of council (and other) officer names and contact details under FOI does not give consent to receive direct marketing via any media and expressly does not constitute a 'soft opt-in' under PECR.

Your rights

If you are unhappy with the way your request for information has been handled, you can request a review within the next 40 working days by writing to the Information Management Team at: foi@barnet.gov.uk. Or by post to Information Management Team (FOI) London Borough of Barnet, 2 Bristol Avenue, Colindale, NW9 4EW

If, having exhausted our review procedure, you remain dissatisfied with the handling of your request or complaint, you will have a right to appeal to the Information Commissioner at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF (telephone: 0303 123 1113; website www.ico.org.uk). There is no charge for making an appeal.