



London Borough of Barnet,
2 Bristol Avenue,
Colindale,
London NW9 4EW
1 July 2021
Our ref: 7371484

Thank you for your request received on 3 June 2021, for the following information:

May I please request the following information.

1. Organisational Structure of the Children's Social Care Directorate

I am looking to ascertain the full structure of the Children Services Directorate, from Head of Service through to Social Workers across each team, with the structure to include job titles.

2. Salary ranges within the Children's Social Care Directorate

I would like to request the salary ranges within the Children's Social Care Directorate please, inclusive of each team within the umbrella of services. The level of roles required for salary are:

- 1. Social Worker**
- 2. Senior Social Worker**
- 3. Consultant Social Worker**
- 4. Family Group Conference Coordinator**
- 5. Youth Offending Service Senior Practitioner**
- 6. Team Manager**
- 7. Leaving Care Advisor - Corporate Parenting and Permanence team.**

3. Recruitment & Retention Allowances

Please provide information on the structure and amount of any recruitment and retention allowances (golden hellos) for any position within the Children's Social Care Directorate. Please state the roles and teams with which they are associated. Specifically, please provide information on recruitment and retention payments for the following:

- 1. Social Worker**
- 2. Senior Social Worker**
- 3. Consultant Social Worker**
- 4. Family Group Conference Coordinator**
- 5. Youth Offending Service Senior Practitioner**
- 6. Team Manager**
- 7. Leaving Care Advisor - Corporate Parenting and Permanence team.**

4. Additional benefits

Please provide information on any additional benefits, enhancements or extra allowances received by workers in the Children's Social Care Directorate. Eg. Car allowance, annual leave, flexible working etc. Specifically, please provide information on recruitment and retention payments for the following:

- 1. Social Worker**
- 2. Senior Social Worker**
- 3. Consultant Social Worker**
- 4. Family Group Conference Coordinator**
- 5. Youth Offending Service Senior Practitioner**
- 6. Team Manager**
- 7. Leaving Care Advisor - Corporate Parenting and Permanence team.**

5. Green Book - Pay scales

Please can you give information on whether the authority is signed up to the Green Book in regard to Children's Social Care roles and if so, how have any pay scales been formulated and implemented.

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 Social Care Directorate

I am looking to ascertain the full structure of the Children Services Directorate, from Head of Service through to Social Workers across each team, with the structure to include job titles.

Please find management structure chart here

www.barnet.gov.uk/sites/default/files/senior_management_structure_chart_-_sept_2020.pdf

2. Salary ranges within the Children's Social Care Directorate

Barnet Council operates a local pay arrangement called Unified Reward which operates on the basis of Pay Bands. I attach our Pay Banding for all council roles. For the roles you have requested below I have inserted the pay grade which corresponds to the salary on the attached.

I would like to request the salary ranges within the Children's Social Care Directorate please, inclusive of each team within the umbrella of services. The level of roles required for salary are:

1. Social Worker -

Grade I

2. Senior Social Worker -

Grade J

3. Consultant Social Worker -

No comparable role

4. Family Group Conference Coordinator -

No comparable role

5. Youth Offending Service Senior Practitioner -

Grade L

6. Team Manager -

Grade L

7. Leaving Care Advisor - Corporate Parenting and Permanence team. -

Grade I

3. Recruitment & Retention Allowances

Please provide information on the structure and amount of any recruitment and retention allowances (golden hellos) for any position within the Children's Social Care Directorate. Please state the roles and teams with which they are associated. Specifically, please provide information on recruitment and retention payments for the following:

1. Social Worker -

15% R&R for Social Workers who have completed ASYE. This increases to 20% in our Intervention and Planning Teams.

2. Senior Social Worker

15% R&R for most roles. This increases to 20% in our Intervention and Planning Teams.

3. Consultant Social Worker -

No comparable role

4. Family Group Conference Coordinator -

No comparable role

5. Youth Offending Service Senior Practitioner -

None

6. Team Manager -

None

7. Leaving Care Advisor - Corporate Parenting and Permanence team -

None

4. Additional benefits

Please provide information on any additional benefits, enhancements or extra allowances received by workers in the Children's Social Care Directorate. Eg. Car allowance, annual leave, flexible working etc. Specifically, please provide information on recruitment and retention payments for the following:

- 1. Social Worker***
- 2. Senior Social Worker***
- 3. Consultant Social Worker***
- 4. Family Group Conference Coordinator***
- 5. Youth Offending Service Senior Practitioner***
- 6. Team Manager***
- 7. Leaving Care Advisor - Corporate Parenting and Permanence team.***

We do not provide enhanced benefits to Social Care staff.

5. Green Book - Pay scales

Please can you give information on whether the authority is signed up to the Green Book in regard to Children's Social Care roles and if so, how have any pay scales been formulated and implemented. See response to question 2. We have local pay arrangements, although the minimum and maximum points are linked to GLPC pay rates.

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.