

People Group Induction

Introduction

An Introduction to The People Group

The People Group brings together the former directorates, 'Adult, Health and Community Services', and 'Children, Young People and Families'.

Our Aims and Vision are: -

- To support people, especially the most vulnerable and disadvantaged, to access throughout their lives every opportunity to enjoy, achieve and live independently.
- The People Group will provide social care and health related services for all ages.

People Group Structure Chart



The Way We Work

Warwickshire County Council has embraced flexible working to ensure we work at the right place at the right time, supported by the right technology. Creating flexibility ensures we are ready and adaptable to change.

As an employee you can expect to be managed by outcomes and results, and be clear about the level of flexibility your role entails. Within the office environment you can expect to work in a shared team workspace, that operates clear desk at the end of the day. You may also be able to work from other locations in accordance with the service requirements of your role. Your manager is responsible for ensure your flexible working agreement is clear and that you have access to appropriate training and support.

More advice and guidance can be located on WILMa with the eLearning Flexible Working Module, and within the Modern & Flexible Working section of the HR A to Z site. Technical advice and guidance can be accessed from the Information Assets site.



People Group Induction

Structure

Structure

There are five Heads of Service within the People Group.



Marie Seaton
(interim)

Head of
Professional
Practice and
Governance



Hugh Disley

Head of
Early Help &
Targeted
Support



Jenny Wood

Head of
Social Care
and Support



Sue Ross
(interim)

Head of
Safeguarding



Chris
Lewington

Head of
Strategic
Commissioning

Warwickshire County Council

People Group



Nigel Minns
Learning & Achievement
Communities Group



**Interim
Strategic Director**



Marie Seaton
(Interim)
Professional, Practice
& Governance

**Service Development
and Assurance**

Marcus Herron

**Service & Practice
Development
Service Manager**

Michael Wood

**Service Development &
Assurance (Children's)**

Service Manager
Jenny Butlin-Moran
(interim)



Hugh Disley
Early Help &
Targeted Support

Transition Support

Peter Hatcher

Adult Wellbeing

Vacant

SEND Social Care

Adrian Wells (Interim)

Family Support & CAF

Sally Lightfoot

**Head of Children's
Services (Health)**

Jane Williams

Priority Families

Nick Gower-Johnson



Sue Ross
(Interim)
Safeguarding

**North
Service Manager**

Calvin Smith

**East
Service Manager**

Calvin Smith

**South
Service Manager**

Brenda Vincent

**Countywide
Service Manager**

Child Protection
Jenny Butlin-Moran



Chris Lewington
Strategic Commissioning

**Children's
Commissioning**

Kate Harker

**Market Management &
Quality**

Rob Wilkes

**Commissioning &
Business Intelligence**

Spencer Payne

**All Age Disabilities
Commissioning**

Becky Hale

**Integrated Older People
Commissioning**

Zoe Bogg



Jenny Wood
Social Care &
Support

**Older People North
& Health**

Di King

**Occupational Therapy
Professional Lead**

Denise Cross

Disabilities

Doris Sheridan (Interim)

Mental Health

Jas Dhadli (Interim)

**Care Act
Implementation**

David Soley

People Group Induction

[Home](#)[About the Group](#)[Getting around](#)[Finding things](#)[Getting help](#)[All about you](#)[An Introduction](#)

What we do – scroll through to find out more about each Unit

[Related links](#)[Structure](#)[WCC Structure](#)[What We Do](#)[Councillors and
Committees](#)[Customer Care](#)

Professional Practice & Governance

Facilitate, enable & constructively challenge People Group to ensure managers and staff accept their responsibility for quality social care. Identify and manage interdependencies across the business to ensure policies and practices are aligned.

We ensure sound governance systems are in place to assure that the business is safe and there is an audit trail to demonstrate responsible stewardship of resources. Provide specialist support in project governance and transformation to enable effective change management plans to be brought to fruition.

We Support a learning environment to improve practice.

Who are we?

We comprise of Children, Service Development and Assurance & Social Care and Support.



**Head of Service –
Marie Seaton**

People Group Induction

About the Business Units

What we do

Early Help and Targeted Support

Intervening early to tackle identified issues in people's lives, recognising that the need for targeted early intervention may occur at any point in a child young persons, family, individual or community's life. The role of the Early Help and Targeted Support Business Unit is to support vulnerable people back to independence before the need for specialist or critical services arises. The Business Unit works closely with partners both within and external to the Local Authority to ensure holistic and all age 'Think Family' response, which provides the best opportunity to achieve success.

Who are we?

Teachers, social workers, teaching assistants, youth workers, administrators, service Managers and operations managers, Integrated Community Equipment, Telecare, Reablement and some supported housing services.



**Head of Service –
Hugh Disley**

People Group Induction

About the Business Units

What we do

Social Care and Support

- Our work includes delivery of council ambitions associated with our statutory duties in The Care Act.

This includes:

- Carrying out assessments for people with care and support needs and their carers;
- Arranging personalised care and support for people with eligible needs and their families;
- Supporting people to feel safer, manage their own risks without feeling a loss of their choices, and relationships that are important to them. For example: Safeguarding and mental health related responsibilities;
- Focusing on what people themselves want to happen (or 'outcomes');
- Supporting people to maintain or regain their independence with choice and control over their care and support. This includes avoiding the need for long-term care and support wherever possible.

Who Are We?

Our teams include Social Workers, Community Care Workers, Occupational Therapists and Adult Mental Health Practitioners.

They cover geographical areas across the county and some are integrated with health professionals



Head of Service –
Jenny Wood

People Group Induction

About the Business Units

What we do

Safeguarding

Our work includes delivery against the council ambitions associated with our duties to safeguard and protect children and vulnerable people at risk.

Who Are We

Our staff are organised: -

1. Within locality based teams covering the following specialisms:
 - Assessment and intervention in respect of children who may be 'in need' or 'in need of protection'
 - Corporate Parenting – including the provision of services for looked after children
 - Leaving Care
 2. We also have centrally based specialist practitioners who hold responsibility for:
 - Children's Safeguarding Strategy
 - Foster Care Recruitment + Support
 - Adoption Recruitment + Support
- Other specialisms such as: Child Sexual Exploitation, Private Fostering, Missing Children etc...



Head of Service
– Sue Ross
(interim)

People Group Induction

About the Business Units

What we do

Strategic Commissioning

- Drive the availability of a sustainable diverse strategic commissioning market that will meet assessed and forecast needs in Warwickshire.
- Work in partnership internally and externally to implement the full cycle of commissioning activities, including delivering evidenced value for money.
 - Supply technical commissioning skills/expertise.
 - Develop the market for personalisation.

Who Are We?

- A team of commissioning professionals with expertise in all areas of strategic commissioning from assessment and forecasting of need in communities, co-creating strategies and contract procurement, market management through to quality assurance and contract monitoring.
- Commissioners from both children's and adult services with strategic commissioning professional expertise.
- Working jointly across health and social care, offering commissioning
 - support and joint contracts to the PCT and GPs.



Head of Service –
Chris Lewington