Appendix 3 - Assimilation, ring-fence and open recruitment roles

Code	Job Title	Area	Team	FTE in to-be structure	FTE Matches in current structure	Method
E&S 1	Business Support & Communications Team Manager (E&S)	Education & Skills	Education & Skills	1	0	Open
E&S 2	Senior Business Support Officer (E&S)	Education & Skills	Education & Skills	1	0	Open
E&S 3	Business Support Officer (E&S)	Education & Skills	Education & Skills	1	2	Ring-fence
E&S 4	Communications Officer (E&S)	Education & Skills	Education & Skills	1	2	Ring-fence
E&S 5	Strategy, Analysis & Performance Officer (E&S)	Education & Skills	Education & Skills	1	0	Open
E&S 6	Senior Data and Systems Officer (E&S)	Education & Skills	Education & Skills	1	1	Assimilate
E&S 7	Data Quality Officer (E&S)	Education & Skills	Education & Skills	2	2	Assimilate
E&S 8	Senior Business Resource and Contracts Officer (E&S)	Education & Skills	Education & Skills	0.6	0.6	Assimilate
E&S 9	Resource and Contracts Officer (E&S)	Education & Skills	Education & Skills	2	0	Open
R118	CAF Team Manager	Intake & Assessment	CAF	1	22.8	Ring-fence
R32	CAF Deputy Team Manager	Intake & Assessment	CAF	1	0	Open
R82	CAF Social Worker	Intake & Assessment	CAF	1.5	2	Assimilate
R98	CAF Co-ordinator	Intake & Assessment	CAF	3	1	Assimilate - open
R103	Duty Support Officer	Intake & Assessment	MASH	4	3.5	Assimilate - open
R108	MASH Support Practitioner	Intake & Assessment	MASH	4	48.8	Ring-fence
R28	Children in Care Support Practitioner	Permanence, Transitions and Corporate Parenting	Children in Care	2	48.8	Ring-fence
R127	Occupational Therapist	Permanence, Transitions and Corporate Parenting	Disabled Children's Team	1.6	0	Open
R230	Senior Disabled Children's Support Practitioner	Permanence, Transitions and Corporate Parenting	Disabled Children's Team	1	0	Open
R231	Disabled Children's Support Practitioner	Permanence, Transitions and Corporate Parenting	Disabled Children's Team	3	0	Open
R109	Contact Supervisor	Permanence, Transitions and Corporate Parenting	Family Resource Centre	8	6.96	Assimilate - open
R16	Domestic Assistant	Permanence, Transitions and Corporate Parenting	Family Resource Centre	0.56	0	Open
R21	Family Resource Centre Manager	Permanence, Transitions and Corporate Parenting	Family Resource Centre	1	22.8	Ring-fence
R75	Family Resource Centre Team Assistant	Permanence, Transitions and Corporate Parenting	Family Resource Centre	1	0	Open
R88	Senior Contact Supervisor	Permanence, Transitions and Corporate Parenting	Family Resource Centre	2	0	Open
R105	Personal Advisor	Permanence, Transitions and Corporate Parenting	Onwards and Upwards	6	6.6	Assimilate
R6	O&U Business Support Officer	Permanence, Transitions and Corporate Parenting	Onwards and Upwards	1	1	Assimilate
R74	Support Worker	Permanence, Transitions and Corporate Parenting	Onwards and Upwards	1	0	Open
R44	Headteacher	Permanence, Transitions and Corporate Parenting	Virtual School	1	0	Open
R50	Access and Inclusion Manager	Permanence, Transitions and Corporate Parenting	Virtual School	1	0	Open
R58	Caseworker	Permanence, Transitions and Corporate Parenting	Virtual School	5	0	Open
R65	VS Project Officer	Permanence, Transitions and Corporate Parenting	Virtual School	1	0	Open
R27	Adoption Support Practitioner	Placements	Adoption	1	48.8	Ring-fence
R26	Carer Recruitment & Assessment Team Manager	Placements	Carer Recruitment & Assessment	1	22.8	Ring-fence
R33	Foster Carer Peer Support Co-ordinator	Placements	Carer Recruitment & Assessment	0.28	0.28	Assimilate
R51	Panel Co-ordinator	Placements	Carer Recruitment & Assessment	1	1	Assimilate
R7	Campaigns Officer	Placements	Carer Recruitment & Assessment	1	1	Assimilate
R85	Recruitment Co-ordinator	Placements	Carer Recruitment & Assessment	2	0	Open
R100	Placements Officer	Placements	Placements	3	3	Assimilate
R45	Information and Resources Officer	Placements	Placements	1	2	Ring-fence
R54	Placements Team Manager	Placements	Placements	1	0	Open
R115	Allegations Team Manager (LADO)	Safeguarding and Quality	Allegations (LADO)	1	0	Open
R63	SARs Officer	Safeguarding and Quality	Allegations (LADO)	1	0	Open
R104	Conference and Review Administrator	Safeguarding and Quality	Conference & Review	5	8.27	Ring-fence
R107	Conference and Review Officer	Safeguarding and Quality	Conference & Review	7	5.42	Assimilate - open
R116	Conference and Review Team Manager	Safeguarding and Quality	Conference & Review	1	1	Assimilate

Appendix 3 - Assimilation, ring-fence and open recruitment roles

Code	Job Title	Area	Team	FTE in to-be structure	FTE Matches in current structure	Method
R34	Foster Carer Reviewing Officer	Safeguarding and Quality	Conference & Review	1	1	Assimilate
R84	Conference and Review Support Officer	Safeguarding and Quality	Conference & Review	1	1	Assimilate
R17	Domestic Violence Co-ordinator	Safeguarding and Quality	Domestic Violence	1	1	Assimilate
R49	MARAC Co-ordinator	Safeguarding and Quality	Domestic Violence	1	1	Assimilate
R226	Practice Standards Manager	Safeguarding and Quality	Practice Standards	1	0	Open
R36	Head of Intake & Assessment	Senior Management Team	Intake & Assessment	1	0	Open
R37	Head of Intervention & Planning	Senior Management Team	Intervention & Planning	1	1	Assimilate
R38	Head of Youth and Family Support	Senior Management Team	Intervention & Prevention	1	0	Open
R39	Head of Permanence, Transitions and Corporate Parenting	Senior Management Team	Permanence, Transitions and Corporate Parenting	1	0	Open
R40	Head of Placements	Senior Management Team	Placements	1	1	Assimilate
R41	Head of Safeguarding and Quality	Senior Management Team	Safeguarding and Quality	1	1	Assimilate
R42	Head of Service Commissioning & Business Improvement	Senior Management Team	Service Commissioning & Business Improvement	1	1	Assimilate
R43	Head of Libraries, Workforce and Community Engagement	Senior Management Team	Libraries, Workforce and Community Engagement	1	1	Assimilate
R13	Data & Performance Manager	Service Commissioning and Business Improvement	Data & Performance	1	1	Assimilate
R46	Information Management Officer	Service Commissioning and Business Improvement	Data & Performance	1	0	Open
R69	Senior Data & Systems Officer - (Social Care & EI)	Service Commissioning and Business Improvement	Data & Performance	1	1	Assimilate
R70	Senior Performance Analyst	Service Commissioning and Business Improvement	Data & Performance	1	0	Open
R71	Senior Systems Analyst	Service Commissioning and Business Improvement	Data & Performance	1	0	Open
R78	YOS Data, Systems & Performance Officer	Service Commissioning and Business Improvement	Data & Performance	1	1	Assimilate
R91	Systems Analyst	Service Commissioning and Business Improvement	Data & Performance	2	2	Assimilate
R97	Systems Helpdesk and Training Officer	Service Commissioning and Business Improvement	Data & Performance	3	1.81	Assimilate - open
R99	Performance Analyst	Service Commissioning and Business Improvement	Data & Performance	3	2.6	Assimilate - open
R14	Development Projects Manager	Service Commissioning and Business Improvement	Development Projects	1	0	Open
R15	Troubled Families Analyst	Service Commissioning and Business Improvement	Development Projects	2	2	Assimilate
R102	Financial Administration Officer	Service Commissioning and Business Improvement	Finance	5.7	2.7	Assimilate - open
R31	Family Services Finance Manager	Service Commissioning and Business Improvement	Finance	1	1	Assimilate
R81	Financial Administration Assistant	Service Commissioning and Business Improvement	Finance	1.69	1.69	Assimilate
R87	Senior Financial Administration Officer	Service Commissioning and Business Improvement	Finance	1.5	1.5	Assimilate
R68	Senior Commissioner	Service Commissioning and Business Improvement	Strategy, Insight & Commissioning	1	0	Open
R73	Strategy, Insight & Commissioning Manager	Service Commissioning and Business Improvement	Strategy, Insight & Commissioning	1	0	Open
R83	Contract Monitoring Officer	Service Commissioning and Business Improvement	Strategy, Insight & Commissioning	2	0	Open
R89	Strategy & Insight Officer	Service Commissioning and Business Improvement	Strategy, Insight & Commissioning	3	1	Assimilate - open
R9	Commissioner	Service Commissioning and Business Improvement	Strategy, Insight & Commissioning	1	1	Assimilate
R106	Deputy Team Manager	Social Care	Social Care	8	3.5	Assimilate - open
R112	Social Work Team Manager	Social Care	Social Care	14	22.8	Ring-fence
R113	Advanced Social Worker	Social Care	Social Care	26	26.38	Assimilate
R114	Social Worker	Social Care	Social Care	83.5	72.77	Assimilate - open
R10	Communications Officer	Libraries, Workforce and Community Engagement	Communications & Complaints	1.5	2	Ring-fence
R12	Complaints & FOI Officer	Libraries, Workforce and Community Engagement	Communications & Complaints	1.6	1	Assimilate - open
R11	Communications, Complaints and Support Manager	Libraries, Workforce and Community Engagement	Communications, Complaints and Support	1	1	Assimilate
R53	Participation Worker	Libraries, Workforce and Community Engagement	Engagement & Participation	1	1	Assimilate
R76	Voice of the Child Co-ordinator	Libraries, Workforce and Community Engagement	Engagement & Participation	1	1	Assimilate
R110	Practitioner Support Assistant	Libraries, Workforce and Community Engagement	Practitioner Support	8.5	15.1	Ring-fence
R57	Practitioner Support Officer	Libraries, Workforce and Community Engagement	Practitioner Support	1	1	Assimilate
R119	SEND Information & Advice Support Service Support Officer	Libraries, Workforce and Community Engagement	SEND Information, Advice and Support Service	0.81	0.81	Assimilate

Appendix 3 - Assimilation, ring-fence and open recruitment roles

Code	Job Title	Area	Team	FTE in to-be structure	FTE Matches in current structure	Method
R52	SEND Information & Advice Support Service Manager	Libraries, Workforce and Community Engagement	SEND Information, Advice and Support Service	1	1	Assimilate
R96	SEND Information & Advice Support Service Caseworker	Libraries, Workforce and Community Engagement	SEND Information, Advice and Support Service	2.81	2.11	Assimilate - open
R90	Support Officer	Libraries, Workforce and Community Engagement	Support	3	0	Open
R220	Early Years Workforce Development Officer	Libraries, Workforce and Community Engagement	Workforce Development	1	1	Assimilate
R222	Learning and Development Officer	Libraries, Workforce and Community Engagement	Workforce Development	1	0	Open
R223	Learning and Development Support Officer	Libraries, Workforce and Community Engagement	Workforce Development	1	1	Assimilate
R224	Workforce Development and Learning Manager	Libraries, Workforce and Community Engagement	Workforce Development	1	1	Assimilate
R23	Family Support Team Manager	Youth and Family Support	Family Support Team	2	22.8	Ring-fence
R25	Deputy Family Support Team Manager	Youth and Family Support	Family Support Team	2	5	Ring-fence
R29	Family Support Practitioner	Youth and Family Support	Family Support Team	24	48.8	Ring-fence