



CONTACT

✉ Gill@commerciallypublic.co.uk

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QUALIFICATIONS

UNIVERSITY OF WALES, NEWPORT

- Post-graduate diploma in business administration

UNIVERSITY OF WALES, CARDIFF

- Post-graduate diploma in Social Work
- Bachelor of Laws degree

KEY SKILLS

- Safeguarding and risk management
- Analytical thinker
- Assessment skills
- Strategic thinking
- Change management
- Audits and quality assurance
- Communicating ideas
- Complaints and HR investigations
- Inter-agency working



GILL COX

ASSOCIATE EXPERT

PROFILE

Qualified social worker and seasoned leader of public services, Gill has worked as a service improvement manager, head of service for looked-after children, and in operational leadership at Herefordshire and Monmouthshire Councils. Experienced and adept at driving change in children's services, with personal insights as a professional fostering empathy during transitions.

EXPERIENCE

A Social Worker with over 20 years' experience in statutory children's services of which over 10 years are as a senior leader. Primarily specialising in services for children in care, permanence, care leavers, fostering and adoption services.

- Subject matter expert on project to transform children's social care placements at Bedford Borough Council.
- Service improvement manager at Aneurin Bevan University Health Board. Working with the leadership team in two hospitals on improvement projects to reduce patient length of stay
- Head of Service for looked after children at Herefordshire Council Responsible for children in care teams, 16+ team, fostering service and adoption team; fostering Agency Decision Maker, lead officer for corporate parenting and responsible for placement budgets.
- Service manager for looked after children at Monmouthshire County Council. Responsible for care proceedings, children in care team, care leavers, fostering service and adoption team; lead officer for corporate parenting and responsible for placement budgets.

A skilled manager of change with a track record of delivering real service improvements

- Lead cultural change to reduce numbers of children in care
- Developed culture of accountability for performance across service area resulting in improved compliance with statutory responsibilities and outcomes for care leavers
- Lead whole system improvements to permanency planning
- Developed audit programme that delivered improvements in quality of social work interventions
- Assessed housing needs of care leavers and worked jointly with commissioners to produce service specifications, evaluate tender applications, commission providers and implement new accommodation and support services that met need
- Remodelled fostering services to reduce demand for residential care and enable more children to live in a family environment
- Lead change programme to join regional adoption agency
- Remodelled therapeutic services to better meet needs of children in care and foster carers