



Head of Service: Education & Children's - Joint Roles

Vacancy Information for Candidates

Letter from the Leader



Dear Applicant,

Welcome and thank you for your interest in this unique opportunity within Denbighshire County Council.

Denbighshire County Council is one of the highest performing Councils in Wales and we have developed a team of senior professionals who are proud of this status and will work hard to maintain it, even in difficult times. We are now looking for two ambitious, forward thinking individuals to join the Senior Leadership Team and lead the organisation into a successful future.

Denbighshire County Council is well established as a high performing council and has clear direction, clarity of purpose and a strong vision of being an excellent Council closer to the communities, and there is a healthy culture of support, challenge and transparency of decision making.

We are looking for two candidates who will embrace the challenge of leading our Education and Children's Service, supporting the Council, our Schools, and the families and young people of Denbighshire through the changes that are ahead. Our children and young people are our future, and we aim to provide a county where children and young people are given the best start in life, supported to achieve their full potential, and provided with the tools to become resilient, independent and fulfilled adults.

We are very proud of our Member and Officer relationships and both members and staff are fully committed and determined to work hard together to assist and support the appointed candidate through the exciting and demanding times ahead.

Denbighshire is a wonderful county to work in and while we have many challenges, the working and living environment must be amongst the best in Wales. From the coastal resorts of Rhyl and Prestatyn through the historic towns of St. Asaph, Denbigh and Ruthin, the scenic rolling hills of the Clwydian Range to the picturesque Dee Valley and the towns of Llangollen and Corwen, Denbighshire has something to offer everyone.

Councillor Hugh H Evans, OBE
Leader of the Council

Letter from the Corporate Director: Communities

Dear Applicant,

Thank you for your interest in applying for this key position within Denbighshire County Council.



Our Education & Children's Service has developed over the years to become one joint Service, working cohesively for the benefit of our young people and families within Denbighshire, and including the full remit one would expect. Included within this Service are:

- Children's Social Care (including Business Support and Safeguarding)
- Early Intervention, Prevention and Support (including Early Years and Primary)
- Education and Support Services (including Modernising Education, Education Support and Business Performance)
- Education Services (including Enrichment and Secondary, Inclusion Services, Education Welfare, Psychology, TRAC, Healthy Schools, EAL, PRU)
- Behaviour Support
- Leadership of 54 Schools (6 Secondary, 2 Through-Schools, 2 Special Schools, 44 Primary/Junior/Infants)

Leading this Service is therefore designated to 2 leaders, one with a focus on Education and one with a focus on Children's Social Care. These roles will together lead the entire Service, working closely together to provide direction, focus, and strategic leadership to the full Service.

Our last Staff Survey shows that 93% of staff within Education & Children's Services were satisfied with Denbighshire County Council as an employer, despite undergoing some difficult times. I am proud that we not only met these challenges head on, but as an organisation we overcame them successfully.

This last year, Covid-19 has impacted us all, with our Schools and young people experiencing significant challenges. Throughout all the difficulty, we have maintained our focus on supporting our children and young people, and have developed excellent practices across the Service to ensure that our children and young people were never left behind.

We are looking for candidates who share our desire for a high achieving, high performing Council and have a passion for supporting the lives and development of children and young people. We want someone who has the commitment and leadership abilities to influence the transformation of the landscape in order for our communities to thrive.

Nicola Stubbins

Corporate Director: Communities

Further Information

This brochure has been designed to introduce prospective applicants to Denbighshire County Council. It also contains important information with regards to the structure of the organisation, the role of Head of Service, the profile of the people we are seeking to appoint and the terms and conditions.

We hope you find the information contained within this brochure informative and the vacancy an attractive career prospect.

If you would like an informal discussion about the positions then please contact:

- Nicola Stubbins (Corporate Director: Communities) - nicola.stubbins@denbighshire.gov.uk, 01824 706078

Applications for the post should be submitted by noon on **Thursday, 26th August 2021**.

Shortlisting and Assessments will take place in September, with dates to be confirmed upon the closing date

How to apply:

Please see the 'How to Apply' section of this brochure. Applications should be emailed or posted to either:

- Andrea Malam, Lead HR Business Partner – andrea.malam@denbighshire.gov.uk
- Felicity Chandler, Organisation Development Specialist - felicity.chandler@denbighshire.gov.uk
- Human Resources, Denbighshire County Council, PO Box62, Ruthin, Denbighshire, LL15 9AZ.

Denbighshire County

The county of Denbighshire in North Wales stretches from the coastal resorts of Rhyl and Prestatyn in the north, through the Vale of Clwyd, over the panoramic Horseshoe Pass into the picturesque Dee Valley. The bustling town of Llangollen is home to the annual International Music Eisteddfod and on the edge of the recently designated World Heritage Site of Pontcysyllte Aqueduct and Llangollen canal.

Not only are we fortunate to be located in a truly stunning area of the UK, we also have excellent transport links. Along the A55, Liverpool, and Chester are within an hour's drive, and Holyhead and Manchester just an extra 20 minutes.

Clwydian Range and Dee Valley Area of Outstanding Natural Beauty is the scenic frontier of North Wales, embracing some of the UK's most wonderful countryside. The Clwydian Range is an unmistakable chain of purple heather-clad summits, topped by Britain's most dramatically situated hillforts. Beyond windswept Horseshoe Pass over Llantysilio mountain, lies the glorious Dee Valley with historic Llangollen, a famous transport route rich in cultural and industrial heritage. Offa's Dyke Path National Trail traverses this specially protected area, one of the least discovered yet most welcoming and easiest to explore of Britain's finest landscapes.



Nature, history and people have made Denbighshire distinctive. Three characteristic landscapes created by nature; the coast, the uplands, and the contrasting river valleys await exploration here, along with the changes made to them by countless generations of inhabitants and invaders. Here, nearly 250,000 years ago, lived the first known people of Wales. Now, the peace of the rural landscape and blue flag coastline blends harmoniously with thriving towns and villages, supporting a diverse range of residents and visitors alike and creating a county rich in culture.

The later hillforts and mysterious sacred landscapes of prehistoric Denbighshire are still spectacularly visible. People as well as nature created the distinctiveness of Denbighshire, and maintains it still. Romans and Britons, Welsh and English and Normans, Cavaliers and Roundheads all in turn disputed what became known as the 'Perfeddwlad' - 'the Middle Country' or 'Lands Between' - the borderlands between the Welsh principalities of Gwynedd and Powys, and more crucially between England and the Snowdonian heartlands of North Wales. A wealth of castles - English and Welsh, famous and lesser-known, chart the ebb and flow of these long wars.

The story of historic Denbighshire is likewise chronicled in its heritage of legend-haunted holy wells and characteristic churches, many of them rebuilt in the Tudor period, when Denbighshire became the prosperous and cultured Power-house of Renaissance Wales. Historic towns, picturesque villages and varied historic houses all help to tell Denbighshire's story: and though the Industrial Revolution sits lightly on the modern county, its industrial heritage can still be traced, often amid the now peaceful setting of its country parks and outstanding landscapes.

Legends, curiosities, and links with famous people all add to Denbighshire's character. So too does the fact that both Welsh and English are spoken in its towns and villages, for both nature and history have ensured that Denbighshire remains the most distinctively Welsh of the eastern 'border' counties.

To sum this up in a phrase, Denbighshire is a beautiful County.



Denbighshire County Council

Denbighshire County Council is a unitary local authority established under the re-organisation of local government in Wales, and came into operation in April 1996.

The Council comprises of 47 elected members, and has adopted the Leader and Cabinet model of governance.

Employing over 4,200 people, the Council delivers a wide range of services and functions. A diagram illustrating our organisation structure is contained within this document.

Denbighshire County Council's vision is that:

“Denbighshire in 2025 will be the ideal place to live, work, visit, conduct business and pursue a wide range of activities”.

As an employer, we focus on communication, equality and people-friendly policies and we are looking for people who share our vision and values. If you want to make a real difference to the lives of people and are seeking a rewarding employer who values you, this is the place for you.

The values of the Council are:

Pride: We aim to create a sense of pride in working for our organisation. We should take pride in the work we do and what we achieve as an organisation.

Unity: We all work for the same organisation. We as Councillors and staff should aim to reflect this in the way we behave and serve our communities. As our motto says “Unwn i wneud da” (We unite to do good), we work closely, co-operate willingly and support colleagues from across the organisation, regardless of the service or team in which they work. Our customers and communities expect the organisation to act as a single body making no distinction between services.

Respect: We aim to treat all people equally and with fairness, understanding that there are views and beliefs that differ from our own. We aim to involve and listen to our communities, showing consideration to their views and responding appropriately.

Integrity: As Councillors and staff we aim to manage ourselves to maximise performance, act with high standard of conduct and present a positive image of Denbighshire. We aim to be realistic with our colleagues and citizens about our achievements and the challenges we face and to be open and honest in the information we provide.

Profile – Education Specialist

Role: Head of Education and Children Services – Education Specialist

Net Budget: approx. £5.732m

Capital Budget: approx. 2020/21 £8.085m and 2021/22 £2.653m

Employee No.: 150

Context:

- Strategic leadership across all phases of education.
- Responsible for the curriculum and learning offer, ensuring the provision and delivery of standards of achievement and attainment are commensurate with individual potential and ability.
- Ensuring that individual learning and wellbeing needs are met across the broader inclusion agenda.
- Providing advice and intervention in the management of schools as appropriate in partnership with schools.
- Responsibility for ensuring that the regional Education Consortium deliver Denbighshire's education objectives

Service Responsibilities:

- Statutory Education Officer, with responsibility for the delivery of all statutory services for Education.
- School Improvement and Inclusion
- External commissioned services –
- Education support incl. financial management support for schools, SLA commissioning and procurement of services for schools, regional school data project, governor support and development
- 21st Century Schools Capital Programme.
- Early Years including the management of the integrated childcare Centre.
- The following are on a single agency and multi-agency basis:-
- Family support and intervention services at early and intensive intervention levels.

Essential Professional Qualifications and Experience:

- Relevant professional qualification in Education/QTS and/or Member of Chartered Institute or able to demonstrate broad and deep experience in the relevant areas
- Significant range of experience in people, financial management and strategic service planning.

Profile – Children’s Social Care Specialist

Role: Head of Education and Children Services – Children’s Social Care Specialist

Net Budget: approx. £11.753m

Capital Budget: N/A

Employee No.: 179

Context:

- Strategic leadership across Children’s Services
- The following apply to both the LA and on a multi—agency basis:-
- Strategic leadership, development and operational delivery and management of Vulnerable children and families plans and services. This includes children who are in need because of developmental concerns, impairment or disability and young people at risk of, or involved in the criminal justice system and the child protection and safeguarding agenda. This includes making key decisions in respect of risk for children and the provision of professional advice and guidance.
- The needs of looked after children and those leaving care both in relation to performance and transition into adulthood.
- Statutory Advisor to the council and Regional Safeguarding Children’s Board including key collaborative networks.
- Senior representative for the Council in regional and national settings in relation to social services for children.
- Corporate Parenting

Service Responsibilities:

- The following are on a single agency and multi-agency basis:-
- Family support and intervention services at early and intensive intervention levels.
- The delivery of professional safeguarding and child protection
- The provision of accommodation in both foster care and residential care for looked after children and associated recruitment, commissioning and support services.
- The commissioning and collaborative management of permanence arrangement e.g. adoption services; leaving care services; advocacy services.
- Management of the delivery of the children’s and young people’s plan.
- Delivery of Youth Justice Services including prevention.
- Emergency planning for Social Services.
- External commissioned services – Commissioning, contract management and quality monitoring.

Essential Professional Qualifications and Experience:

- Relevant professional qualification in Social Care and/or Member of Chartered Institute or able to demonstrate broad and deep experience in the relevant areas
- Significant range of experience in people, financial management and strategic service planning.

Pay and Benefits

The terms and conditions of employment for this post will be those contained in the collective agreement laid down by the Joint Negotiating Committee for Chief Officers of Local Authorities. The main conditions are as follows:

Salary

This role is paid in accordance with the SLT 2 Head of Service within the Senior Leadership Pay Scale - a three point salary range, with current values as follows:

SCP1 = £88,045

SCP2 = £89,387

SCP3 = £90,750

The starting salary of the successful applicant will be one of the points shown, with progression through any remaining points subject to satisfactory service by annual increments up to the maximum of the grade applicable to your job as follows:-

Incremental progression will take place in either April or October, with the first incremental increase being effective after a minimum of 12 months and a maximum of 18 months after commencement in role, dependent on the commencement date. Increments thereafter will be paid annually in either April or October.

Date of commencement Increment due

2nd April to 1st October 1st October the following year

2nd October to 1st April 1st April the following year

Annual leave

The basic entitlement is 30 days plus 2 extra statutory days. In addition to annual leave, the post holder is entitled to the public holidays that the Government designate.

Pension scheme

The employment will be pensionable in accordance with the provisions and regulations of the Local Government Pension Scheme, a defined benefit / final salary pension scheme.

Other employee benefits

- Reimbursement of one subscription to a professional body or association
- Cycle to Work Scheme
- Car Salary Sacrifice Scheme
- Discounts via DCC Rewards Direct website and Vectis card, and Denbighshire Leisure Ltd facilities
- Give as you earn scheme
- Work-life balance policies and practices e.g. homeworking, family friendly policies etc.

Advert Details

Head of Service – Education & Children’s Service (joint roles)

Salary Package: £88,045 - £90,750

The Head of Education and Children’s Service are key positions within the Council. We are therefore looking to appoint two purposeful leaders who will share our ambitions for the Council to continue to be one of the best performing Councils in Wales.

For an informal discussion please contact:

- Nicola Stubbins (Corporate Director: Communities) - nicola.stubbins@denbighshire.gov.uk, 01824 706078

How to Apply

You can request an application form from either Andrea Malam or Felicity Chandler. Completed applications should be returned to them by 26/09/2021:

- Andrea Malam, Lead HR Business Partner – andrea.malam@denbighshire.gov.uk
- Felicity Chandler, Organisation Development Specialist - felicity.chandler@denbighshire.gov.uk
- Human Resources, Denbighshire County Council, PO Box62, Ruthin, Denbighshire, LL15 9AZ.

Recruitment timeline	
Closing date:	12 noon on Thursday, 26 th August 2021
Shortlisting date:	Early September – date TBC
Assessment dates:	September – date TBC

Equalities

Denbighshire County Council is a Disability Confident Employer and is committed to Equal Opportunities and Welsh Language Standards. We welcome applications made in the Welsh Language. Any applications made in the Welsh Language will not be treated less favourably than any submitted in English. For alternative methods of applying, please call HR on 01824 706200.

Candidate information

About you

We are looking for candidates with excellent leadership qualities, who are able to build and develop effective relationships and partnerships with elected members and a range of key stakeholders. The ability to operate in a political climate with an understanding of the Welsh political context and an appreciation of the Welsh language and culture is essential.

Candidates must be able to demonstrate an ability to inspire and empower a diverse workforce and have the skills to develop a dynamic, high performing Service in order to drive change and improvements to ensure delivery of effective services and functions.

As a role model, the successful candidate will be able to demonstrate strong influencing and negotiation skills with the ability to communicate with people ranging from Government Ministers to families within local communities.



Staff benefits

Our workforce is of utmost importance to us and Denbighshire County Council is committed to supporting staff to achieve a positive work-life balance. We therefore have numerous work-life balance policies in place, including flexible working, home working options, enhanced parental policies, a fantastic occupational career average pension scheme, and our Employee Assistance Programme. We also operate cycle to work, and car salary sacrifice schemes, and a Give as you Earn scheme.

Our staff are entitled to a variety of benefits, including discounted gym membership, personal and professional learning and development opportunities, discounts at hundreds of national retailers, and much more.

Job Description

Job Title: Head of Service

Grade: SLT2, £88,045 - £90,750

Job ID Number / Date Issued: July 2021

Job Purpose

To be responsible for the overall professional, strategic and operational leadership and management of the Service/s including leading on the development and implementation of service priorities.

To support the Chief Executive in the overall management of the council through the designated services ensuring the effective delivery of council priorities, strategies and major projects.

To provide leadership to the specific council services through membership of the Senior Leadership Team ensuring integrated policy development and service delivery.

To play a crucial role in increasing performance and efficiency across the council and its partners for the benefit of the community.

Principal Accountabilities and Responsibilities

Leadership

- Provide strategic and effective leadership in conjunction with other heads of services on the delivery of specific plans as defined both within the service area and across the Council to deliver corporate initiatives.
- Provide a learning environment and a positive, proactive, flexible approach to decision making.
- Provide professional support and advice to Members and Directors to support the delivery of council objectives and to meet the council's statutory responsibility
- Role model the organisation's purpose and vision and keep managers focused on delivering that vision.

Service Delivery

- To ensure that an appropriate range of modern services are planned, commissioned and provided which demonstrably meets the needs of the service users, including the development of business plans.
- To ensure these services are effectively organised, and cost efficient, are systematically reviewed and redesigned where necessary to ensure needs continue to be met.
- To ensure high quality services which meet statutory and good practice guidance and standards.

- To be committed to delivering excellent customer service to meet expectations and satisfy customer needs, and promote the Denbighshire Way.

Corporate and Service Strategy and Policy Development

- Develop and implement policies and strategies which deliver high standards and continuous improvement in outcomes and standards for the service.
- Create and develop effective partnerships with internal departments and external agencies and organisations in the public, private and third sectors in order to maximise the resources available to the council in meeting its strategic aims and objectives.

Change and Continuous Improvement

- To champion change and improvement both their specific services and the council as a whole.
- To communicate and provide vision for employees regarding changes and improvement.
- To position the council for future success by identifying new opportunities.

Management of Resources

- To be ultimately accountable for the management of resources within the specified service area/s.
- To ensure budgets and other resources are planned, monitored and managed and expenditure is controlled to ensure all service managers understand and take responsibility for balancing budgets.
- To ensure clear lines of accountability and control
- To maximise the resources available for the service to meet its strategic aims and objectives.

Safety, Quality and Performance Management

- To establish and manage systems and procedures that deliver a safe working environment, in accordance with; HSE Guidance Notes, HSG65, relevant legislation, and the council's policies. Ensure that staff are provided with the necessary training, support and resources to undertake their role safely. Actively promote a positive health and safety culture, and lead by example.
- To ensure financial information, service quality and outcomes data is collected accurately and to use performance data on an ongoing basis.
- To demonstrate through business and project plans, performance indicators and outcome measures, a culture of high performance
- To establish a framework for assuring quality professional practice in the services, including undertaking regular practice audits and observations by managers at all levels in the Service and reporting mechanisms to the management processes.

Risk Management

- To review regularly all service activities and projects to ensure that risks are being managed properly. Ensure risk management through risk assessment, risk monitoring procedures, and risk mitigation measures including risks to employees, members of the public, the council's customers, the council's assets, safeguarding risks and risks to the council's reputation. Risk areas to be managed include; data management, business continuity, fire safety, and health and safety.

Human Resource Responsibilities

- To ensure high quality and consistent management of staff performance
- To ensure development of a workforce plan in conjunction with business planning processes, working collaboratively across the council and with external bodies to meet the needs of the plan.
- To actively manage absence to meet key performance targets.
- To ensure effective and constructive staff relations and communications
- To ensure effective and sustainable recruitment to meet the organisations objectives.

Equalities and Sustainability

- To ensure the service meets its equality and sustainability responsibilities under the specific legislative requirements

Delegated Responsibilities

- To undertake such duties and responsibilities as may be reasonably specified by the Chief Executive and Corporate Director under the scheme of delegation.

Key Objectives and Corporate Programmes

- Key Objectives and Corporate Programme Leadership will be proposed and discussed with the post holder and monitored by the Director/Chief Executive

Knowledge, Skills, Training and Experience

- The Head of Service is totally accountable for their service and they are performance managed by the nominated Corporate Director/Chief Executive.
- The postholder is required to balance managing services and delivery of corporate priorities.
- The post requires the ability to structure complex issues and to arrive at balanced and informed decisions. The post holder will have the capacity and vision to anticipate and influence change in response to identified needs and have skills and abilities needed to manage complex issues and competing demands in a dynamic environment.
- The post holder will be responsible for corporate programmes of work
- Demonstrates political awareness in building positive relationships with members.
- Delivering services for a population of 93,500 and accountable to 47 Councillors. The post holder would be expected to have had significant leadership and management experience.

Employment Checks/Specific Requirements

All new starters are required to undergo our standard safer recruitment checks; DBS clearance, 3 satisfactory references, evidence of essential qualifications, evidence of Right to Work in the UK. This is a Politically Restricted Post.

The Education Specialist will take on the Statutory Office responsibility as the Statutory Education Officer for the council.

Safeguarding Statement

Denbighshire County Council recognises its obligations to safeguard children and adults together with preventing slavery and human trafficking and will do all in its power to prevent slavery and human trafficking within its business. Modern slavery can take many forms including the trafficking of people, forced labour, servitude and slavery.

Vision/Context

Our strategy for leadership encompasses leadership attitudes & behaviours, management skills and a responsibility to create a collective leadership culture and capability. Our vision is to have individual leaders, who are role models, displaying leadership attitudes and behaviours. We want people who can create a culture of trust, who work together to achieve results and who learn from each other to delivery our shared management responsibilities.

Person Specification

The Person Specification sets out the skills, knowledge and experience that are considered to be necessary to carry out the duties of the post effectively. It will be used in the short-listing and interview process for this post. You should demonstrate on your application form how you meet these criteria as you will only be shortlisted if you meet all of the essential criteria (and desirable criteria where applicable).

Criteria	Essential	Desirable	Method of assessment
1. Education & qualifications	<p>Educated to degree level or equivalent</p> <p>Evidence of relevant continuing professional development</p> <p>Relevant professional qualification</p>	<p>Management Qualification e.g. MBA/DMS or equivalent</p>	<p>Application form</p> <p>Application form</p> <p>Application form</p>
2. Relevant experience	<p>Experience of developing and delivering performance management, and budget management processes at a senior level within, LA or other relevant organization.</p> <p>Demonstrable experience of successful leadership and management of multi-disciplinary teams, leading to improved outcomes for service users and inspiring team.</p> <p>Extensive experience of planning and managing large budgets and other resources within either the public or private sector.</p> <p>Experience of effectively working in partnership with a wide range of internal and external bodies.</p>	<p>Experience of working at a Senior management level in a diverse and complex organization within the public sector.</p> <p>Experience of working on the effective development of joint and integrated services.</p> <p>Experience and appreciation of the impact and relevance of ICT to business solutions, planning, management and service delivery.</p> <p>Experience of working with elected members/ governors in a constructive and politically sensitive manner.</p>	<p>Application form, Interview</p> <p>Application form, Interview</p> <p>Application form, Interview</p> <p>Application form, Interview</p>

<p>3. Job related knowledge & skills</p>	<p>Ability to think and plan strategically, analytically and financially about complex issues and to find creative and innovative solutions.</p> <p>Ability to work collectively and collaboratively.</p> <p>Ability to influence others and provide the highest levels of customer service.</p> <p>Excellent communication/ presentation skills, both written and oral. High-level interpersonal skills.</p> <p>Ability to demonstrate a commitment to delivering value for money and efficiency in the use of resources.</p>	<p>Knowledge and good understanding of the major issues facing local government and their potential implications.</p>	<p>Application form, Interview</p> <p>Application form, Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p>
<p>4. Personal qualities</p>	<p>Ability to demonstrate high caliber skills in diplomacy, tact, persuasion, negotiation, advocacy and assertiveness.</p> <p>Excellent relationship management skills, with the ability to work together with members, with a high level of political awareness</p> <p>Demonstrates a strong commitment to public service and equality of opportunity.</p> <p>Strong sense of political judgement and sensitivity.</p> <p>Strong sense of accountability of self and others.</p> <p>Accepts responsibility for mistakes and uses them as learning opportunities for their service</p> <p>Has a high degree of integrity</p>	<p>Business awareness relating to local and national market conditions and broader business issues.</p>	<p>Interview</p> <p>Application form, Interview</p> <p>Application form, Interview</p> <p>Application form, Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p>

	<p>and probity and is open and honest.</p> <p>Shows toughness and resistance under pressure.</p> <p>Is responsive and flexible to the changing demands and priorities.</p> <p>Adapts personal style to meet demands of complex situations.</p> <p>Shows a high drive for achievement and performance.</p>		<p>Interview</p> <p>Application form, Interview</p> <p>Application form, Interview</p> <p>Application form, Interview</p>
5. Other Requirements	Empathy with the Welsh Language and Culture	Ability to communicate in the medium of Welsh.	Application form



**Thank you for
your interest**

Denbighshire County Council

Website : www.denbighshire.gov.uk

Instagram : @CyngorSDd_DenbighshireCC

Facebook : Denbighshire County Council

Twitter : @DenbighshireCC

Head Office : County Hall, Wynnstay Road, Ruthin, LL15 1YN