

Committee Name and Date of Committee Meeting

Staffing Committee – 19 December 2022

Report Title

Recruitment of Strategic Director, Children and Young People's Services

Is this a Key Decision and has it been included on the Forward Plan?

No

Strategic Director Approving Submission of the Report

Jo Brown, Assistant Chief Executive

Report Author(s)

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Ward(s) Affected

Borough-Wide

Report Summary

The report sets out proposals to fill the post of Strategic Director, Children and Young People's Services, including the overall timeline for the selection process and likely starting date for the successful candidate.

Recommendations

1. That Staffing Committee refer the process to the Senior Officer Appointments Panel to make the appointment.

List of Appendices Included

None

Background Papers

Localism Act 2011 Hutton Review of Fair Pay in the Public Sector

Local Government Transparency Code 2015

Pay Policy Statement

Officer Employment Procedure Rules

Consideration by any other Council Committee, Scrutiny or Advisory Panel

None

Council Approval Required

No

Exempt from the Press and Public

No

Recruitment of Strategic Director, Children and Young People's Services

1. Background

- 1.1 Following the decision to retire by the Council's current Strategic Director of Children and Young People's Services, formal arrangements need to be made to fill the post on a permanent basis.
- 1.2 As the vacancy is the strategic lead for the directorate, options for cover arrangements for the post are under active discussion until a permanent appointment will be made.

2. Key Issues

- 2.1 Staffing Committee is asked to give their approval to recruit to the vacant Strategic Director post which is required to lead on the continuous improvement work following the Local Authority Children's Services (ILACS) inspection in June 2022 that rated Children and Young People's Services as 'Good'. In addition, the postholder will lead the delivery of the transformation agenda for the Directorate and associated budget savings.
- 2.2 As per the Officer Employment Procedure Rules and Code of Conduct, the Staffing Committee are asked to agree plans to immediately begin the selection process, led by the Senior Officer Appointments Panel.
- 2.3 Based on a three-month notice period, it is expected that the successful candidate would take up post in April 2023 enabling a formal handover to be conducted with the current post holder.
- 2.4 The salary for the Strategic Director post is £156,172 and will be advertised at the current rate.

3. Options considered and recommended proposal

- 3.1 As a statutory chief officer post, permanent recruitment to the Strategic Director role undertaken by a Senior Officer Appointments Panel is recommended.

4. Consultation on proposal

- 4.1 Consultation has taken place with the Chief Executive and Leader of the Council.

5. Timetable and Accountability for Implementing this Decision

- 5.1 As per the Pay Policy Statement, Staffing Committee make recommendations to Council in relation to decisions affecting the remuneration of any post whose remuneration is or is proposed to be or would become £100,000 per annum or above. Council have previously approved this role and the associated salary.

5.2 Based on current plans, the post will be advertised from mid-December 2022 with the selection activity taking place in mid-January 2023. Based on a three-month notice period, it is expected the successful candidate will take up post in April 2023.

6. Financial and Procurement Advice and Implications

6.1 The Strategic Director of Children and Young People's Services is a budgeted post; therefore the current and future costs of the post are factored into the Council's financial planning.

6.2 In addition, there will be the cost of executive search support for the recruitment process, likely to be between £15-20k. This will be competitively procured through an appropriate Framework Agreement.

7. Legal Advice and Implications

7.1 There are no direct legal implications arising from this report.

8. Human Resources Advice and Implications

8.1 An appropriately rewarded workforce motivates employees and meets standards of fairness and equality required by employment legislation. It is imperative that a high calibre permanent replacement is sourced to build on the improvements already taking place within the service.

9. Implications for Children and Young People and Vulnerable Adults

9.1 This post is the lead accountable officer for Children and Young People's Services. The appointment of a suitably qualified and experienced candidate supports the overall delivery of the Council Plan, in addition to the key priority of every child able to fulfil their potential.

10. Equalities and Human Rights Advice and Implications

10.1 Fair pay structures are a requirement of employment and equalities legislation.

11. Implications for CO₂ Emissions and Climate Change

11.1 There are no direct implications resulting from the recommendations in this report

12. Implications for Partners

12.1 The role provides a strategic lead for Children and Young People's Services and is a member of the Strategic Leadership Team working corporately with Elected Members and external partners to ensure the Council vision, priorities and values are actively promoted.

13. Risks and Mitigation

- 13.1 There is a risk that the Council will be unable to deliver continued improvements across directorate services should delays occur during the recruitment process. Subject to identifying a suitable candidate, seeking to advertise and appoint as soon as possible will mitigate any associated risks.

Accountable Officer(s)

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