

**Report of** *Chief HR Officer*

**Report to** *Employment Committee*

**Date:** *8<sup>th</sup> September 2016*

**Subject:** *Appoint of Deputy Director, Children's Services (Learning)*

Are specific electoral Wards affected? If relevant, name(s) of Ward(s):	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Is the decision eligible for Call-In?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, Access to Information Procedure Rule number: Appendix 3 is exempt under rule (10.4 (1) & (2))	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

**Summary of main issues**

This report outlines the background to the recruitment to the Deputy Director in Children's Services (Learning)

The role of Deputy Director Children's Services (Learning) is presently vacant as a result of the previous postholder, Paul Brennan, resigning in March 2016. This role will play a major part in the further development of the leadership capacity of Children's Services in Leeds which was recognised as Outstanding in the 2015 Ofsted inspection.

The particular focus for this post is working with partners including schools, FE and HE providers, health and the local communities to ensure that every child and young person in Leeds has the opportunity to achieve their potential and lead fulfilling lives.

The report outlines the recruitment stages for the post.

**Recommendations**

- 6.1.1 The Employment Committee is asked to agree the following:
  - 6.1.1 Agree to the recruitment of the post of Deputy Director, Children's Services (Learning)
  - 6.1.2 Following the interview and selection process make a recommendation for appointment.

## **1 Purpose of this report**

- 1.1 This report outlines the reasons for the recruitment to the vacant Deputy Director post (Dir 95%).

## **2 Background information**

- 2.1 Leeds is committed to putting children and young people at the heart of the future growth strategy of the city, and a resilient, strong and successful learning community is a crucial part of the aim to be a compassionate city with a strong economy.
- 2.2 There is a rapidly changing landscape within schools and education settings and it is important that the Authority maintains and develops its leadership role to help maintain the strong and improvement education provision in the city.
- 2.3 The Deputy Director is jointly and directly responsible for ensuring all children and young people are safe from harm; do well in learning and have skills for life; choose healthy lifestyles; have fun growing up; and are active citizens who feel they have voice and influence. This post is directly responsible for learning and support in schools and other learning settings.

## **3 Main issues**

- 3.1 Leeds has the ambition to be the best city in the UK, the best city for future generations in learning and is striving to be a child friendly city. The development and progress of the next generation is a key economic commitment for the city. A well-educated and fully rounded population, with the right skills and aspirations, will help the city thrive now and into the future. Children and young people are at the very heart of the growth strategy of Leeds.
- 3.2 In this context the relationship with all partners, especially schools, colleges and other providers of education provision is critical to our ambitions. Leeds has already built firm foundations across the city and this is recognised in the 2015 Ofsted inspection with judgement of "Outstanding" leadership in Children's Services.
- 3.3 The role for the Local Authority in enabling effective school partnerships and collaborating with partners is changing. Children's Services recognises that the role of the Local Authority must change, and that sector led, school to school support is the new landscape. However, the Directorate's ambition remains the creation of a strong community of learning within Leeds.
- 3.4 The Deputy Director post became vacant in March 2016. It has been reviewed and concluded that this role is essential to achieving our vision, building dynamic partnerships and trust with school leaders, politicians, partners, stakeholders, communities and external agencies whilst enhancing the profile and reputation of education in the city
- 3.5 The role will also play a leading role in developing "A Life Ready for Learning" focusing on readiness to learn at all ages, closing the achievement gaps between Leeds and national performance, and closing the gaps between outcomes for vulnerable groups and the average for Leeds and for their peers nationally. This

is a key strand to the City ambition to be a strong economy in a compassionate city.

3.5 The Job Description for the post has been attached and has been evaluated in line with Leeds City Councils processes for JNC posts. (Appendix 1)

3.6 In view of the above, the Director has approved the appointment of Gatenby Sanderson to assist in the search and selection process for the right candidate. Gatenby Sanderson are specialists in senior public sector recruitment and have undertaken a number of senior assignments for the Council.

3.7 The recruitment process is being coordinated by Human Resources. The post advert and the job description are attached as appendix 1 and 2. The process identifies the following steps:

a. Closing date for expressions of interest in the role are 26<sup>th</sup> August 2016 with an Employment Committee for longlisting on 8<sup>th</sup> September 2016

b. Following longlisting selected candidates will attend an Assessment Centre run in conjunction with HR and Gatenby Sanderson. Candidates will undertake:

- A stakeholder discussion with key internal and external stakeholders and other educational representatives
- A Children's and Young People panel
- A stakeholder discussion with a panel of Headteachers

3.8 The outputs from the assessment centre will be reported to the Employment Committee for shortlisting in order to identify those candidates the Employment Committee wish to invite for the final interview. The date for this Committee is 11<sup>th</sup> October 2016.

Their expression of interest applications are attached to the Employment Committee report (exempt Appendix 3).

## **4 Corporate Considerations**

### **4.1 Consultation and Engagement**

4.1.1 The proposals contained in this report have been consulted with the leadership of the Council and with key partners. Meetings have been set up with the trade unions to consult on this interim appointment.

### **4.2 Equality and Diversity / Cohesion and Integration**

4.2.1 This post has had an equality impact assessment. (Appendix 2)

### **4.3 Council policies and the Best Council Plan**

4.3.1 This post will make a significant contribution to the Council's ambition to be a Child Friendly City and the Children's and Young People in the City.

### **4.4 Resources and value for money**

4.4.1 The post is an established post within the budget provision for 2016/17.

#### **4.5 Legal Implications, Access to Information and Call In**

4.5.2 This post is a Member appointment given its reporting lines and will be recruited to in accordance with Officer Employment Procedure Rules.

4.5.3 The candidate information in the report is exempt from publication. Appendix III attached to this report relates to the personal details of candidates applying for employment within the authority.

It is considered that since this information relates to the personal details of Council Employees it is not in the public interest to disclose this information at this point in time.

Also it is considered that the release of such information would or would be likely to prejudice the Council's ability to recruit effectively to similar posts in the future

It is therefore considered that this element (Appendix 3) of the report should be treated as exempt from publication under Rule 10.4.(1) and (2) of the Access to Information Procedure Rules.

#### **4.6 Risk Management**

4.6.1 The Council has clear responsibilities for Education outcomes and attainment in the City and a failure to recruit to this post will impact on its ability to fulfil these responsibilities .

### **5 Conclusions**

5.1 Members of the Employment Committee are to agree the content of this report

### **6 Recommendations**

6.1 The Employment Committee is asked to agree the following:

6.1.1 Agree to the recruitment of the post of Deputy Director, Children's Services (Learning)

6.1.2 Following the interview and selection process make a recommendation for appointment.

### **7 Background documents<sup>1</sup>**

7.1 N/A

### **Appendixes for the report**

Appendix 1 Job description and Advert

Appendix 2 Equality Screening report

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<sup>1</sup> The background documents listed in this section are available to download from the Council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.

Appendix 3 Expressions of Interest from Shortlisted candidates (Exempt from publication under the provisions of Access to Information Procedure Rule 10.4(1) & (2))