

**Report of Chief HR Officer**

**Report to Employment Committee**

**Date:** 23 September 2016

**Subject:** Appointment of Director, Children's Services (Acting)

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 Director in Children's Services on an Acting basis**

The role of Director Children's Services is a statutory role within the Council. It is covered by Sections 18(7) (Director of Children's Services) and 19(2) (Lead Member for Children's Services) of the Children Act 2004. This means that local authorities must have regard to it and, if they decide to depart from it, they will need to have clear reasons for doing so.

The current Director of Children's Service will be leaving the post on 30<sup>th</sup> September.

This report proposes that an appointment is made on an acting basis with recruitment on a permanent basis to take place in 2017. The report outlines the recruitment stages for the post.

**Recommendations**

The Employment Committee is asked to agree the following:

- 6.1.1 Agree to the recruitment of the post of Director, Children's Services on an acting basis;
- 6.1.2 Consider applications for this post.

## **1 Purpose of this report**

- 1.1 This report outlines the reasons for the recruitment to the post of Director of Children's Services which will become vacant on 1<sup>st</sup> October, 2016.

## **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 the role of the Director of Children's Services is critical to this ambition.
- 2.2 The authority is presently well positioned to achieve this aspiration with a Good Ofsted Inspection in 2015 which judged its Leadership to be outstanding.
- 2.3 The Director of Children's Services (DCS) along with Lead Member Children's Services (LMCS) are appointed for the purposes of discharging the education and children's social services functions of the local authority. The functions for which the DCS is responsible are set out in section 18(2) of the Children Act 2004. This includes (but is not limited to) responsibility for children and young people receiving education or children's social care services in their area and all children looked after by the local authority or in custody (regardless of where they are placed).

## **3 Main issues**

- 3.1 Leeds has the ambition to be the best city in the UK and aims to be a Child Friendly City. Its ambition, priorities and strategy are outlined in its Children and Young People's Plan.
- 3.2 The Director of Children's Services role is critical to the delivery of this plan. As a local authority, Leeds must ensure that there is both a single officer and a single elected member each responsible for both education and children's social care. The DCS and LMCS should each have an integrated children's services brief, ensuring that the safety and the educational, social and emotional needs of children and young people are central to the local vision. Between these two roles, the DCS and LMCS provide a clear and unambiguous line of local accountability.
- 3.3 The DCS has professional responsibility for children's services, including operational matters; the LMCS has political responsibility for children's services. The DCS along with other key partners has a key leadership role both within the local authority and working with other local agencies to improve outcomes for children and young people.
- 3.4 The Director post will become vacant on 1st October 2016. In reviewing the options and the current capacity with the Authority, it has been decided to fill the role on an acting basis from with the authority pending a permanent recruitment exercise in 2017.
- 3.5 The post has been advertised throughout the Authority's Best Council Leadership requesting expressions of interest.

- 3.5 The Job Description for the post has been attached (Appendix 1).
- 3.6 The recruitment process is being coordinated by Human Resources. The post advert and the job description are attached as Appendix 1. The process identifies the following steps:
- a. Closing date for expressions of interest in the role was 22<sup>th</sup> August 2016 with an Employment Committee now proposed for 23<sup>rd</sup> September 2016.

The one 'expression of interest' application is attached to the Employment Committee report (Appendix 3 – Exempt from publication)

## **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.

### **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, statutory 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 Council employees 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 statutory responsibilities for Children Services 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 Director, Children's Services on an Acting basis;
  - 6.1.2 Consider applications for this post.

## **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

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

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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.