

Report of *Chief HR Officer*

Report to *Employment Committee*

Date: 13th December 2017

Subject: *Appointment of Deputy Director (Safeguarding and Targeted Services), Childrens and Families, on a permanent basis*

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 post of Deputy Director (Safeguarding and Targeted Services) in Childrens and Families on a permanent basis.

The role of Deputy Director (Safeguarding and Targeted Services) leads the services across the City who work with children and young people who are identified as being particularly vulnerable and having the most complex need.

The position of Deputy Director (Safeguarding and Targeted Services) is currently filled by a temporary acting up arrangement. This had been agreed on the basis that the situation would be reviewed once the Director of Children's Services had been permanently recruited to. As the substantive post holder has recently been appointed to the post of Director of Children's Services on a permanent basis, it is proposed that the Deputy Director post is now recruited to permanently.

This report outlines the rationale for filling the Deputy Director (Safeguarding and Targeted Services) on a permanent basis with recruitment taking place in January 2018.

Recommendations

The Employment Committee is asked to agree the following:

- 6.1.1 Agree to the recruitment of the post of Deputy Director (Safeguarding and Targeted Services), Childrens and Families on a permanent basis;
- 6.1.2 Consider applications for this post and 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 permanent recruitment to the post of Deputy Director (Safeguarding and Targeted Services), Childrens and Families.

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 Deputy Director (Safeguarding and Targeted 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 role of Deputy Director (Safeguarding and Targeted Services), Childrens and Families is a senior member of the Directorate Leadership Team, reporting directly to the Director of Children's Service. The main focus of the role is Safeguarding and is the senior operational manager for the Children's Social Work service in Leeds.

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 Deputy Director role is to facilitate the directorate's multi agency approach and to ensure the effective co-ordination of resources (financial, human, physical or other) which support a whole service approach centred around the needs of children and young people throughout the City, and especially those who are most vulnerable.
- 3.3 The role is directly responsible for Children's Social Work Services, Targeted Services, Learning for Life and the Independent Safeguarding Unit.
- 3.4 Leeds is currently a Social Work Partner in Practice Authority which means it is a leader in the development of best practice and innovation in social work delivery and practice. The role of Deputy Director (Safeguarding and Targeted Services), is at the forefront of this work both nationally and in the region. The role is also critical in providing support to other Authorities identified as Inadequate under the Ofsted framework.
- 3.5 The Deputy Director post became vacant on 21st July 2017 when the substantive post holder was appointed as Director of Childrens Services on a permanent basis. It has therefore been decided to fill the Deputy post on a permanent basis.
- 3.6 The post has been advertised externally on the Leeds City Council job site.
- 3.7 The advert and Job Description for the post are attached (Appendix 1a and 1b respectively).
- 3.8 The recruitment process is being coordinated by Human Resources. The

Recruitment timeline is as follows:

- Job advert closes – 15/12/17
- Short list (by Employment Committee) – 04/01/18
- Stakeholder panel plus interviews (by Employment Committee) – 01/02/18

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. (To follow)

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 to the Children and Young People's plan for the City.

4.4 Resources and value for money

- 4.4.1 The post is an established, statutory post within the budget provision for 2017/18.

4.5 Legal Implications, Access to Information and Call In

- 4.5.1 This post is an Elected Member appointment given its reporting lines and will be recruited to in accordance with Officer Employment Procedure Rules.
- 4.5.2 Future candidate information as part of this recruitment exercise is exempt from publication. It is considered this information will relate to individuals personal details.

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 future candidate information should be treated as exempt 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 asked 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 Deputy Director (Safeguarding and Targeted Services), Children's Services on a permanent basis.
- 6.1.2 Consider applications for this post when the Employment Committee meets on 4th January 2018 and following the interview and selection process, make a recommendation for appointment

7 Background documents¹

7.1 N/A

Appendixes for the report

Appendix 1a and 1b	Advert and Job description
Appendix 2	Equality screening report
Appendix 3	Applications for candidates

¹ 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.