

Appointment of Director of Children and Families

Date: 7th July 2023

Report of: Chief Executive

Report to: Employment Committee - Interview

Will the decision be open for call in? Yes No

Does the report contain confidential or exempt information? Yes No

(Appendix 3 – Access to Information Procedure Rule 10.4 (1) & (2))

Brief summary

This report outlines the reasons for the recruitment to the post of Director of Children and Families.

Recruiting to this role will build on the achievements of Child Friendly Leeds and continue to work to improve the outcomes for the most vulnerable children and families in the city.

The post is an established post and within budget provision for 2023/24.

Recommendations

a) Note the process for the recruitment of the post of Director of Children and Families.

and

b) Following the interview process, should an appropriate candidate be identified, make an offer of appointment, subject to the associated notification processes, as set out within the Officer Employment Procedure Rules.

What is this report about?

- 1 This report outlines the reasons for the recruitment to the permanent post of Director of Children and Families.
- 2 The current post holder was appointed to the role on an interim basis for a period of 12 months from September 2022. The Chief Executive proposes to commence the permanent recruitment process.
- 3 The role of Director of Children and Families is a statutory requirement as it covers the duties of a Director of Children Services as required under the Children Act 2004.
- 4 The post of Director of Children and Families provides strategic leadership for the Children and Families directorate covering Social Care, Learning, Resources and Strategy, and the newly created Transformation and Partnership service.
- 5 The post holder is accountable to the Chief Executive and their work falls under the Executive Members for Children's Social Care & Health Partnerships, and Economy, Culture and Education.

What impact will this proposal have?

- 6 Recruiting to this post will ensure continued contribution to the Best City Ambition - our overall vision for the future of Leeds.

How does this proposal impact the three pillars of the Best City Ambition?

Health and Wellbeing

Inclusive Growth

Zero Carbon

- 7 Making this appointment will also ensure relevant issues in relation to the above three pillars are considered across the Children and Families Directorate.

What consultation and engagement has taken place?

Wards affected: None

Have ward members been consulted? Yes

No

- 8 The proposals contained in this report have been agreed by the Executive Board Members.

What are the resource implications?

- 9 The Director of Children and Families is an established post and is within budget provision for 2023/24, and therefore no additional costs will be incurred in making this permanent appointment.

What are the key risks and how are they being managed?

- 10 If this statutory post is not filled on a permanent basis then it is likely to have a detrimental effect on vulnerable children and families in the city.

What are the legal implications?

- 11 This post is an Employment Committee appointment in line with the criteria set out in the Officer Employment Procedure Rules and will be recruited to in accordance with those Procedure Rules.
- 12 Candidate information as part of this recruitment exercise is detailed within Appendix 3 and is designated as exempt from publication. It is considered that this information relates to individuals' personal details.
- 13 Also, it is considered that the release of such information in exempt Appendix 3 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 in Appendix 3 should be treated as exempt from publication under the provisions of paragraphs 10.4 (1) and (2) of the Access to Information Procedure Rules

Options, timescales and measuring success

What other options were considered?

- 14 No other alternative options considered as the interim appointment to this role since September 2022 has provided the directorate with effective leadership and management and continues to improve the outcomes for the most vulnerable children and families in the city.

How will success be measured?

- 15 Recruiting to this role will build on the achievements of Child Friendly Leeds and the recent 'Outstanding' Ofsted rating in continuing the work to improve the outcomes for the most vulnerable children and families in the city.

What is the timetable and who will be responsible for implementation?

- 16 The Recruitment process is being co-ordinated by Human Resources and the timeline is as follows:
 - Job advertisement live on LCC Jobsite - 2nd June 2023.
 - Job advertisement close – 19th June 2023.
 - Long and Short List by Employment Committee – 26th June 2023.
 - Children and Young People Panel – 6th July 2023
 - Stakeholder Panel – 6th July 2023
 - Interviews by Employment Committee – 7th July 2023
- 17 Members of the Employment Committee, at the Short List meeting on 26th June 2023, agreed to put forward the 1 application that was received to the next stage of the process –

assessment centre, which will comprise of a stakeholder panel, a children and young people panel, and final interviews by the Employment Committee.

Appendices

- Appendix 1 Advert
- Appendix 2 Role Specification and Role profile
- Appendix 3 - Applicant details - designated as exempt from publication under the provisions of Access to Information Procedure Rule 10.4 (1) and (2).

Background papers

- None