

Appointment of Deputy Director Social Care

Date: 22nd September 2023

Report of: Director of Children and Families

Report to: Employment Committee - Shortlisting

Will the decision be open for call in? Yes No

Does the report contain confidential or exempt information? Yes No

Brief summary

This report outlines the reasons for the recruitment to the post of Deputy Director Social Care within the Children and Families Directorate.

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, focusing on tackling poverty and reducing inequalities.

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

Recommendations

- a) Note the process for the recruitment to the post of Deputy Director Social Care
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 Deputy Director Social Care.
- 2 The former post holder was successful to the permanent role of Director of Children and Families in July 2023.
- 3 The post of Deputy Director Social Care provides strategic leadership for:
 - Children's Social Work Service including Children's Residential Homes.
 - Family Help including Early Help, Children's Centres
 - Integrated Safeguarding Unit
 - One Adoption West Yorkshire and a wide range of teams within the directorate that have a remit to work with social care settings.
- 4 The post holder is accountable to the Director of Children and Families and their work falls under the Executive Member for Children's Social Care & Health Partnerships.

What impact will this proposal have?

- 5 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

- 6 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

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

What are the resource implications?

- 8 The Deputy Director Social Care 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?

- 9 If this 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?

- 10 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 will be detailed within Appendix 3 and will be exempt from publication. It is considered that this information will relate to individuals' personal details.
- 13 Also, it is considered that the release of such information in 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 were considered. The former postholder provided the directorate with effective leadership and management of Social Care services. The role is required to continue the improvement of 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 educational and wellbeing 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 closed: 21st August 2023.
 - Long and Short List by Employment Committee: 22nd September 2023.
 - Children and Young People Panel: 9th October 2023.
 - Stakeholder Panel: 10th October 2023.
 - Interviews by Employment Committee: 10th October 2023.
- 17 Following the interview process, should an appropriate candidate be identified, the Employment Committee is asked to make an offer of appointment, subject to the associated notification processes, as set out within the Officer Employment Procedure Rules.

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