

Report of Chief HR Officer

Report to Employment Committee

Date: 15th November 2016

Subject: Appointment of Deputy Director (Safeguarding Specialist and Targeted), Children's Services on an Acting 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 Deputy Director (Safeguarding, Specialist and Targeted Services) in Children's Services on an Acting basis

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

The position is currently vacant owing to the fact that the substantive post holder, Steve Walker, is currently Acting Director of Children's Services

This report outlines the rationale for filling the Deputy Director (Safeguarding, Specialist and Targeted Services) on an acting basis with the situation to be reviewed once the Director of Children's Services has been permanently recruited to in 2017.

Recommendations

The Employment Committee is asked to agree the following:

- 6.1.1 Agree to the recruitment of the post of Deputy Director (SST), Children's Services on an acting basis .

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 post of Deputy Director (SST), Children's Services which has become vacant on 1st 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 role of Deputy Director (SST), Children's Services is a senior member of the Directorate Leadership 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, Complex Needs and the Independent Safeguarding Unit.
- 3.4 Leeds is currently a Social Work Partner in Practice authority which means it is at the forefront of development best practice and innovation in social work delivery and practice. The role of Deputy Director (SST) is expected to 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.
- 3.4 The Deputy Director post became vacant on 1st October 2016 when the substantive post holder became the acting Director. 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.
- 3.6 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 was 10th October 2016 with an Employment Committee now proposed for 15th November 2016.

The one expression of interest applications are attached to this Employment Committee report (at Appendix 3, which is designated as 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 (as detailed at Appendix 3) is exempt from publication. Appendix 3 attached to this report relates to the personal details of Council employee 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 of the report should be treated as exempt from publication under paragraphs 10.4(1) and (2) of the Council's 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 Deputy Director (SST), Children's Services on an Acting basis
 - 6.1.2 Following the interview and selection process make a recommendation for appointment.

7 Background documents¹

- 7.1 N/A

Appendices for the report

Appendix 1 Job description and Advert

Appendix 2 Equality Screening report

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

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.