

**Report of** *Chief Officer HR*

**Report to** *Employment Committee*

**Date:** *26<sup>th</sup> June 2017*

**Subject:** *Appointment of Director, Children's and Families*

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: 10.4 (1&2) (The documentation containing candidates' details, which will be provided to Members, will be designated as exempt from publication)	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

**Summary of main issues**

This report outlines the background to permanently appoint to the post of Director Children and Families.

The Director of Children and Families 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 post of Director of Children and Families is currently filled using an interim arrangement due to cease 30<sup>th</sup> September 2017.

This report proposes that an appointment is made on a permanent basis with recruitment on a permanent basis to take place in July 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 and Families on a permanent basis;
- 6.1.2 Consider applications for this post.

## **1 Purpose of this report**

- 1.1 This report outlines the reasons for the permanent recruitment to the post of Director of Children 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 Director of Children and Families 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 and Families (DCF) along with Lead Member Children and Families (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 DCF 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 and Families 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 DCF 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 DCF and LMCS provide a clear and unambiguous line of local accountability.
- 3.3 The DCF has professional responsibility for children's services, including operational matters; the LMCS has political responsibility for children's services. The DCF 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 post of Director of Children and Families is currently filled using an interim arrangement due to cease 30<sup>th</sup> September 2017.
- 3.5 At the start of May 2017 tenders were invited from Penna, Proventure and Gatenby Sanderson to seek an appropriate (external) search and selection agency to assist with the permanent Director of Children and Families recruitment process. Proventure were successful with their tender bid.

- 3.6 The post has been advertised externally using the Authority's Jobs and Careers Website, Guardian and Municipal Journal (MJ) closing date 23<sup>rd</sup> June 2017.
- 3.7 The Job Description for the post has been attached (Appendix 1a).
- 3.8 The recruitment process is being coordinated by Human Resources. The post advert and the job description are attached as Appendix 1a and Appendix 1b.
- 3.9 The recruitment timeline is as follows:
- Job Advert close – 23/6/17
  - Long List (by Employment Committee) – 26/6/17
  - Long List Technical Assessments – 5/7/17 and 6/7/17
  - Short List (by Employment Committee) - 11/7/17
  - Interviews (by Employment Committee) 17/7/17

## **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) (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 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 2017/18.

### **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 Future candidate information as part of this recruitment exercise is exempt from publication. It is considered this information will relate to individuals personal details.

Additionally 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 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 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 Director, Children and Families on a permanent basis;
- 6.1.2 Consider applications for this post when the Employment Committee meets 26<sup>th</sup> June 2017. Proventure and / or officers supporting this recruitment exercise will endeavour to share candidate details as soon as is practically possible after the 23<sup>rd</sup> June 2017 closing date.

## **7 Background documents<sup>1</sup>**

- 7.1 N/A

### **Appendices for the report**

Appendix 1a and 1b Job description and Advert (attached)

Appendix 2 Equality Screening report (to follow)

Appendix containing candidates' details (which will be designated as exempt from publication under the provisions of Access to Information Procedure Rule 10.4(1) & (2)) will be provided to Members in line with section 6.1.2 (above)

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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.