

**Report of Chief Officer HR**

**Report to Employment Committee**

**Date: 30<sup>th</sup> July 2018**

**Subject: Appointment of Chief Officer Social Work, Children's and Families Directorate**

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|--|---|--|
| Are specific electoral Wards affected?<br>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?<br>If relevant, access to Information Procedure Rule number: 10.4 (1&2)<br><br>Appendix 3; application forms containing candidates' details, 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 Chief Officer Social Work within the Children and Families Directorate.

The purpose of the Chief Officer Social Work role is to identify improvement needs and lead and support transformation programmes in the Children and Families Directorate. Specifically, to secure high quality, robust, effective and efficiently delivered services in the Social Work, Early Help and Child Health and Disability Teams.

This report proposes that an appointment is made on a permanent basis with recruitment taking place in July and August 2018. 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 Chief Officer Social Work, in the Childrens and Families Directorate, 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 Chief Officer Social Work within the Childrens and Families Directorate.

## **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 Chief Officer Social Work 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 Chief Officer, Social Work will be a member of the Childrens and Families Senior Management Team. The post holder will contribute and be jointly responsible for the development and delivery of an agenda of service improvement and the ongoing development with partners of locality based, fully integrated provider services across the city.

## **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 Chief Officer Social Work role is to support 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 Whilst the role is directly responsible to the Deputy Director (Safeguarding and Targeted Services), due to the continuing partnership Leeds has with Kirklees in providing ongoing support with their Improvement Programme, on a day to day basis, the post holder will report directly to the Director. The role has lead responsibility for the delivery of services in the Social Work, Early Help and Child Health and Disability Teams.
- 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 Chief Officer Social Work, is at the forefront of this work both nationally and in the region.
- 3.5 The post of Chief Officer Social Work is currently vacant having been recently re-established as part of the Childrens and Families re-design which was implemented with effect from 1<sup>st</sup> May 2018.
- 3.6 The post has been advertised internally only using the Authority's Jobs and Careers Website.
- 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 – 20/07/18
- Short List (by Employment Committee) – 30/07/18
- Interviews (by Employment Committee) – 08/08/18

## **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 Due regard has been given to inclusion and diversity and a copy of the EIA screening document can be found at appendix 2 to the report

### **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 post within the budget provision for 2018/19.

### **4.5 Legal Implications, Access to Information and Call In**

4.5.1 This post is a Member appointment given its reporting lines and will be recruited to in accordance with Officer Employment Procedure Rules.

4.5.2 Candidate information shared as part of this recruitment exercise is exempt from publication. It is considered this information will relate to individuals personal details.

4.5.3 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 to the post of Chief Officer Social Work, Children and Families Directorate on a permanent basis;
  - 6.1.2 Consider applications for this post when the Employment Committee meets on 30/07/18. And following the interview and selection process, make a recommendation for appointment.

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

- 7.1 N/A

### **Appendices for the report**

Appendix 1a and 1b            Job description and Advert

Appendix 2                    Equality screening report

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.