

Report of: Chief Officer (HR)

Report to: Employment Committee

Date: 16th January 2020

Subject: Appointment of the Director of Children and Families (Temporary)

Are specific electoral wards affected?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If yes, name(s) of ward(s):	
Has consultation been carried out?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Will the decision be open 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 number:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

Summary

Main issues

1. On 6th January 2020, an Employment Committee met to consider applications for the above post. A shortlist was agreed and a new Employment Committee will meet to interview candidates. This report outlines the background and process for making an appointment.
2. In November 2019, the Executive Board adopted the Department for Education (DfE) 'Strengthening Families, Protecting Children' (SFPC) programme.
3. This funds LCC to support other councils improve social care for children. This will be led by a Programme Director and the current Director will be flexibly deployed to take on this role. To ensure LCC's Children and Families Directorate maintains sufficient leadership capacity whilst taking part in this programme it was also agreed to internally advertise the vacant Director post. This will be a temporary appointment for up to 12 months.

Best Council Plan Implications (click [here](#) for the latest version of the Best Council Plan)

4. Appointing a Director on a temporary basis will ensure there is a fit for purpose and sustainable senior management structure. This keeps leadership capacity in place in Children and Families to support the aims of the Best Council Plan and Child Friendly Leeds.

Resource Implications

5. External funding is provided to cover the cost of the SFPC programme, including the Programme Director.

Recommendations

6. The Employment Committee is recommended to:

- Interview shortlisted applicants and
- Ensure that any offer of appointment is subject to the associated notification processes, as set out within the Officer Employment Procedure Rules.

Purpose of this report

7. To consider applicants for the post of Director of Children and Families, which will be offered on a 12 month temporary basis.

Background information

8. On 6th January 2020, an Employment Committee met to consider applications for the above post. A shortlist was agreed and a new Employment Committee will meet to interview candidates. This report outlines the background and process for making an appointment.
9. Leeds Children and Families services are recognised as a model of improvement, innovation and success. The transformation of services across the city since 2010 has been confirmed by OFSTED with a rating of 'Good' in 2015 and 'Outstanding' in 2018.
10. Consequently Leeds has a national role in reform and sector led improvement. In November 2019 the Executive Board adopted the Department for Education (DfE) 'Strengthening Families, Protecting Children' (SFPC) programme.
11. This funds Leeds to support other councils improve social care for children. This will be led by a Programme Director and the current Director will be flexibly deployed to undertake this role. To ensure LCC's Children and Families Directorate maintains sufficient leadership capacity whilst taking part in this programme it was also agreed to internally advertise the vacant Director post. This will be a temporary appointment for up to 12 months.

Main issues

12. The recruitment process is being co-ordinated by Human Resources with a timeline as follows:
 - Job advert to close – 2nd January 2020;
 - Shortlist by Employment Committee – 6th January 2020;
 - Interviews by Employment Committee – 16th January 2020.
13. Applications will be shared with members and these are to be assessed against the role profile given in Appendix I. It is stressed that:
 - The role of Director of Children and Families is a statutorily required post and covers the duties of a Director of Children Services as required under the Children Act 2004
 - This role is politically accountable to the Executive Board Lead Member for the Children and Families portfolio. There is also accountability to the Executive Board Lead member for the Learning, Skills and Employment portfolio, with particular regard to schools and learning themes.
 - The appointment is on a temporary basis and will be reviewed by the Chief Officer (HR) to ensure arrangements are effective.

Corporate Considerations

Consultation and Engagement

14. The proposals contained in this report have been agreed by the Executive Board. Consultations have also taken place with the trade unions. Stakeholders in the city have also been informed of the management changes being adopted.

Equality and Diversity / Cohesion and Integration

15. The Executive Board decision to make a temporary appointment was subject to an Equality Impact Assessment.

Council policies and the Best Council Plan

16. Recruiting to this role will provide a fit for purpose and sustainable senior management structure that will build on achievements to date and continue to deliver positive outcomes for Leeds.

Climate Emergency

17. Making this appointment will also ensure relevant issues in relation to the Climate Emergency are considered across Children and Families services

Resources and value for money

18. No additional costs will be incurred in making this appointment.

Legal Implications, Access to Information and Call In

19. 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 these.

20. Candidate information as part of this recruitment exercise will relate to individual personal details. It is therefore considered that candidate information should be treated as exempt from publication under the provisions of paragraphs 10.4 (1) and (2) of the Access to Information Procedure Rules.

Risk Management

21. N/A

Conclusions

22. Members of the Employment Committee are requested to consider the content of this report

Recommendations

23. The Employment Committee is asked to:

- Interview shortlisted applicants and
- Ensure that any offer of appointment is subject to the associated notification processes, as set out within the Officer Employment Procedure Rules.

Background documents¹

24. N/A

Appendices for the report

25. Appendix I - Role Profile and Role Specification

26. Appendix II Candidate Information – 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.