
Report of the Director of Resources & Housing

Report to the Employment Committee

Date: 6th April 2020

Subject: Appointment of Deputy Director (Safeguarding and Targeted Services)

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| Are specific electoral wards affected? If yes, name(s) of ward(s): | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| Has consultation been carried out? | <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 |
| 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 of main issues

Following the appointment of the current Deputy Director (Safeguarding and Targeted Services) to the post of Director of Children and Families, there is a need to ensure adequate leadership capacity. Consequently it is proposed to fill the vacant Deputy Director post.

This report details the approach to this.

Recommendations

It is recommended that the Employment Committee consider information in this report to aid their decisions to appoint a Deputy Director.

1.0 Purpose of this report

- 1.1 To advise the Employment Committee in the temporary appointment to the post of Deputy Director (Safeguarding and Targeted Services) in Children and Families.

2.0 Background information

- 2.1 Leeds' "outstanding" OfSTED rating for childrens' social care, has enabled LCC to take part in the national DfE funded Strengthening Families Safeguarding Children (SFSC) programme. This will help other councils make improvements to childrens' social care. Funding is provided for staff from Leeds to assist partner authorities. Resourcing the programme has required senior management changes with the former Director deployed to lead the programme for Leeds and the current Deputy Director appointed on a 12 month basis to lead services in Children and Families. This took place in January this year. To ensure there is adequate capacity to lead on social care functions it is proposed to fill the vacant Deputy Director post also on a temporary basis.

3.0 Main Issues

- 3.1 The recruitment process is being coordinated by Human Resources and the post was advertised internally on 18th February. The advert closed on 2nd March and only one application was received. Subject to members' views it is recommended that the Committee could shortlist and interview the candidate at this meeting. Members will be advised of this accordingly and information shared on the proposed interview process together with applicant details.
- 3.2 Ahead of this meeting Executive Board members will be notified of the applicant as required under the Officer Employment Procedure Rules.
- 3.3 In terms of the Deputy Director role, the Committee is asked to note that a role profile for the post is attached as Appendix I. This details the key work needed on childrens' social care. Members will be asked to assess the candidate against this. Any offer of employment would be temporary for up to 12 months, reflecting the current arrangements for the Director post.

4.0 Corporate considerations

4.1 Consultation and engagement

- 4.1.1 The trade unions have been consulted on the management implications of the SFSC programme and consequent recruitment.

4.2 Equality and diversity / cohesion and integration

4.4.1 The Executive Board decision to adopt the SFSC programme was subject to an Equality Impact Assessment.

4.3 Council policies and the Best Council Plan

4.3.1 Appointing to this post will ensure there is leadership capacity to support the Best Council Plan in terms of childrens' social care.

Climate Emergency

4.3.2 As mentioned above, an appointment will ensure there is leadership capacity to address issues in Children and Families as they relate to the Climate Emergency.

4.4 Resources, procurement and value for money

4.4.1 No additional costs will be incurred in making an appointment as this relates to arrangements covered by the SFSC funding.

4.5 Legal Implications, Access to Information and Call In

4.5.1 There are no specific legal implications associated with the content of this report. However this post is an Employment Committee appointment set out in the Officer Employment Procedure rules and will be recruited to in accordance with these. 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

4.6 Risk Management

4.6.1 There are no specific risks associated with the issues outlined in this report.

5.0 Conclusions

5.1 Appointing to the Deputy Director post is key to the effective operation of Children and Families.

6.0 Recommendations

6.1 The Employment Committee is asked to:

Agree the shortlisting and interviewing process for applicants and

Ensure that any offer of a temporary appointment is subject to the associated notification processes, as set out within the Officer Employment Procedure Rules.

7.0 Background documents¹

7.1 None

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.

