



**Report of :** Chief Executive

**Report to:** Employment Committee

**Date:** 8 December 2020

**Subject:** Appointment of Director of Children and Families

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: 10.4 (1) & (2) Appendix number: 2	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

## Summary

### 1. Main issues

- This report outlines the reasons for the permanent recruitment to the post of Director of Children and Families.

### 2. Best Council Plan implications (see the [latest version of the Best Council Plan](#))

- Recruiting to this role will build on the achievements of Child Friendly Leeds and continue to work to improve the outcomes for the most vulnerable children and families in the city.

### 3. Resource implications

- The post is an established post and within budget provision for 2020/21.

## Recommendations

- a) Note the process for the recruitment if the post of Director of Children and Families; and
- b) Following the interview process, should an appropriate candidate be identified, make an offer of appointment, subject to the associated notification processes, as set out within the Officer Employment Procedure Rules.

## **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 The current post holder was appointed to the role on a temporary basis for a period of 12 months from February 2020. The Chief Executive proposes to commence the permanent recruitment process.

## **3. Main issues**

- 3.1 The role of Director of Children and Families is a statutory requirement and covers the duties of a Director of Children Services as required under the Children Act 2004.
- 3.2 The post of Director of Children and Families provides strategic leadership for the Children and Families directorate covering Social Care and Learning.
- 3.3 The post holder is accountable to the Chief Executive and their work falls under the Executive portfolios of Children and Families and Learning, Skills and Employment.
- 3.4 The Recruitment process is being co-ordinated by Human Resources, The Recruitment timeline is as follows:
- Job advert close – 29/11/2020
  - Long and Short List by Employment Committee – 08/12/2020
  - Interviews by Children's Panel – 10/12/2020
  - Interviews by Employment Committee and Stakeholder Panel – 14/12/2020

## **4. Corporate considerations**

### **4.1 Consultation and engagement**

- 4.1.1 The proposals contained in this report have been agreed by the Executive Board Members.

### **4.2 Equality and diversity / cohesion and integration**

- 4.2.1 This is a senior leadership role and has been subject to external advertisement to maximise the diversity of applicants.

### **4.3 Council policies and the Best Council Plan**

- 4.3.1 Recruiting to this role will build on the achievements of Child Friendly Leeds and continue to work to improve the outcomes for the most vulnerable children and families in the city.

#### Climate Emergency

- 4.3.2 Making this appointment will also ensure relevant issues in relation to the climate emergency are considered across Children and Families services

#### **4.4 Resources, procurement and value for money**

4.4.1 No additional costs will be incurred in making this appointment

#### **4.5 Legal implications, access to information, and call-in**

4.5.1 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 those Procedure Rules.

4.5.2 Candidate information as part of this recruitment exercise is detailed within Appendix 2 which is exempt from publication. It is considered that this information will relate to individuals' personal details. Also it is considered that the release of such information in Appendix 2 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 candidate information in Appendix 2 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 N/A

### **5. Conclusions**

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

### **6. Recommendations**

6.1 The Employment Committee is asked to:

- Note the process for the recruitment of the post of Director of Children and Families; and
- Following the interview process, should an appropriate candidate be identified, make an offer of appointment, subject to the associated notification processes, as set out within the Officer Employment Procedure Rules.

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

None

#### **Appendices**

Appendices 1a / 1b

Advert and Role Profile / Specification

Appendix 2

Candidate Information – Exempt from publication under the provisions of Access to Information Procedure Rule 10.4(1) & (2) – to follow

---

<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.