

Appointment of Interim Director of Children and Families

Date: 26 July 2022

Report of: Chief Executive

Report to: Employment Committee

Will the decision be open for call in? Yes No

Does the report contain confidential or exempt information? Yes No

Brief summary

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

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.

The post is an established post and within budget provision for 2022/23.

Recommendations

- a) Note the process for the recruitment of the post of Interim 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.

What is this report about?

- 1 This report outlines the reasons for the recruitment to the post of Interim Director of Children and Families. The current Director of Children and Families will be moving on to a new role in September 2022 to support other councils on the Strengthening Families, Protecting Children programme. The Chief Executive proposes to recruit to this post on a temporary basis for a 12 month period in the first instance.
- 2 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 The post of Director of Children and Families provides strategic leadership for the Children and Families directorate covering Social Care, Learning, and Resources and Strategy.
- 4 The post holder is accountable to the Chief Executive and their work falls under the Executive portfolios of Adult & Children's Social Care & Health Partnerships and Economy, Culture & Education.

What impact will this proposal have?

5. Recruiting to this post will ensure continued contribution to the 'Best City Priorities' of the Best Council Plan 2020 – 2025 particularly in relation to the Child Friendly City i.e.
 - Supporting families to give children the best start in life;
 - Improving educational attainment and closing achievement gaps for children and young people vulnerable to poor learning outcomes;
 - Improving social, emotional and mental health and wellbeing;
 - Helping young people into adulthood, to develop life skills and be ready for work; and
 - Enhancing the city now and for future generations.

How does this proposal impact the three pillars of the Best City Ambition?

Health and Wellbeing

Inclusive Growth

Zero Carbon

- 6 Making this appointment will also ensure relevant issues in relation to the above three pillars are considered across the Children and Families Directorate.

What consultation and engagement has taken place?

Wards affected: None

Have ward members been consulted?

Yes

No

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

What are the resource implications?

- 8 The Director of Children and Families is an established post and is within budget provision for 2022/23, and therefore no additional costs will be incurred in making this interim appointment.

What are the key risks and how are they being managed?

- 9 If this statutory post is not filled then it potentially will have an impact on short to medium-term planning of the children and families services and which in turn is likely to have a detrimental effect on vulnerable children and families in the city.

What are the legal implications?

- 10 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.

Options, timescales and measuring success

What other options were considered?

- 11 A full permanent recruitment exercise was considered however an interim internal recruitment has been identified as the best option at this stage primarily to ensure strategic leadership stability and continuity following the outcome of the recent Ofsted inspection and the continued recovery from the effect of the pandemic on children and their families.

How will success be measured?

- 12 Recruiting to this role will build on the achievements of Child Friendly Leeds and the recent 'Outstanding' Ofsted rating in continuing the work to improve the outcomes for the most vulnerable children and families in the city.

What is the timetable and who will be responsible for implementation?

- 13 The Recruitment process is being co-ordinated by Human Resources and the timeline is as follows:
- Expressions of Interest were sought from the Best Council Leadership Team on Wednesday 29 June with a closing date of Wednesday 6 July 2022.
 - Employment Committee Interview scheduled for Tuesday 26 July 2022.

Appendices

- Appendix 1 Job Description
- Appendix 2 Candidate Expression of Interest & Summary of Career History and Experience

Background papers

- None