

Meeting:	Employment panel
Meeting date:	Wednesday 8 November 2017
Title of report:	Appointment of director for children's wellbeing
Report by:	Chief executive

Classification

Open

Decision type

This is not an executive decision

Wards affected

(All Wards);

Purpose and summary

To appoint the council's director for children's wellbeing.

Recommendation(s)

That:

- (a) subject to there being no valid objections received from cabinet members by 9 am on Friday 10 November, [name to be confirmed] be appointed as the council's director for children's wellbeing.**

Alternative options

- 1 If employment panel determines that none of the candidates are appointable as director for children's wellbeing at this time, panel members can initiate a new search for the right candidate.

Key considerations

- 2 On 13 July 2017, employment panel approved the recruitment process for the post of

director for children's wellbeing.

- 3 Subsequently a national search for candidates was undertaken and after longlisting by the recruitment agency, a short-list of candidates was considered by the shortlisting panel. On Wednesday 8 November 2017 employment panel interviewed the shortlisted candidates.
- 4 Under the council's employment rules (para 4.9.1) the appointment of a statutory chief officer is undertaken by the employment panel. Therefore, after a full and rigorous appointment process, employment panel is asked to confirm the appointment of [name to be confirmed] as the council's director for children's wellbeing, subject to no valid objections being received from cabinet members within the time specified, in accordance with the requirements of the council's employment rules.

Community impact

- 5 The post holder provides strategic leadership for one of the council's priority service delivery areas of 'keeping children and young people safe and giving them a great start in life'. Without effective leadership, outcomes for communities and individuals in Herefordshire could be adversely affected.

Equality duty

- 6 Under section 149 of the Equality Act 2010, the 'general duty' on public authorities is set out as follows:

A public authority must, in the exercise of its functions, have due regard to the need to -

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 7 The recommendations in this report and the recruitment and selection process take full account of the legislation and will ensure the council's equality duty is met.

Resource implications

- 8 The full time salary for this post is £122,412 and the establishment budget for this post is available. Any appointment will be made within this budget.

Legal implications

9. Under the Constitution at 4.9.20 the appointment of the Director for Children's Wellbeing shall be made by the Employment Panel. The existing pay policy statement as approved by full council complies with the requirements of the Localism Act 2011 Part 1 Chapter 8. As this is not a new salary package council does not need to approve this payment which is over £100k.

Risk management

10. The risk of not being able to successfully recruit to the role have been considered and mitigated by proposing the council invests in specialist recruitment expertise to undertake the search.

Consultees

11. None.

Appendices

None.

Background papers

None identified.