

24 November 2021		ITEM: 10
Council		
Assistant Director Children's Social Care and Early Help Appointment		
Wards and communities affected: All	Key Decision: Key	
Report of: Councillor Rob Gledhill, Leader of the Council		
Accountable Director: Sheila Murphy, Corporate Director Children's Services		
This report is Public		

Executive Summary

In accordance with the Constitutional requirements this report seeks approval from Council to appoint to the permanent Assistant Director Childrens Social Care and Early Help.

Following a robust search and selection process, General Services Committee interviewed on 3 November 2021 and agreed to recommend the appointment of Janet Simon as Assistant Director Childrens Social Care and Early Help.

1. Recommendation(s)

- 1.1 To approve in accordance with the Council's Constitution the appointment of Janet Simon as the permanent Assistant Director Childrens Social Care and Early Help.**

2. Introduction and Background

- 2.1 The Assistant Director of Children's Social Care and Early Help role became vacant in May 2021 following the resignation of the previous post holder. Since that time interim acting up arrangements have been in place.
- 2.2 The post is a permanent existing position in the senior structure and critical to the delivery of key priorities and statutory activity for the Council.

3. Assistant Director Children's Social Care and Early Help

- 3.1 Recruitment to the Assistant Director Children's Social Care and Early Help role commenced in August 2021. The Council's in-house resourcing team led the full search and selection campaign.

- 3.2 This campaign attracted a total of twelve applicants which were initially assessed and longlisted by the Corporate Director Children’s Services, the Chief Executive and HR based on their applications with four candidates selected to progress to the next stage.
- 3.3 Technical Assessments for the four candidates were conducted by an external independent expert on 24 September. Shortlisting by General Services Committee took place on 11 October, from the four candidates two were selected to progress to the Selection Day.
- 3.4 Selection Day took place on 3 November with the remaining two candidates. Selection involved interviews with a stakeholder panel, young person’s panel and General Services Committee. The young person’s panel consisted of 3 young people who live in the borough and was facilitated by Ashleigh Ryan, Resourcing Officer. The stakeholder panel consisted of:

1	Sean Clark	Corporate Director – Resources & Place Delivery
2	Sarah Curtis	SEND Lead – Gateway Learning Community
3	Emma Barker	Detective Chief Inspector – Essex Police
4	Jenny Benet	Specialist Child & Family social worker
5	Gerard McCleave	Assistant Director – Economic Growth & Partnerships
6	Petra Black	Head Teacher – Graham James Primary School
7	Tsungai Makarawo	Panel Facilitator and Resourcing Officer, Thurrock Council

- 3.5 All the panels considered both candidates were appointable. General Services Committee recommendation is to appoint Janet Simon as the permanent Assistant Director of Children’s Social Care and Early Help.

4. Reasons for Recommendation

- 4.1 To appoint to this senior position to ensure the council fulfils statutory functions and requirements and has appropriate senior leadership in place to deliver critical services and ambitions.

5. Consultation

- 5.1 Appointment to this senior management position has been conducted by General Services Committee with the full engagement of key stakeholders. GSC recommends the candidate be approved by Full Council.

6. Implications

6.1 Financial

Implications verified by: **Sean Clark**
Corporate Director of Resources and Place Delivery

This is a substantive post and is therefore included within the council's core budgets.

6.2 Legal

Implications verified by: **Gina Clarke**
Corporate Governance Lawyer

A local authority shall appoint such officers as it thinks necessary for the proper discharge by the authority of such of their functions (section 112 Local Government Act 1972).

Under section 7 of the Local Government and Housing Act 1989, every appointment to a paid office or employment to a Council post must be made on merit.

The Local Authorities (Standing Orders) (England) Regulations 2001 and the Council's Constitution, set out compulsory provisions relating to the appointment of chief officers and deputy chief officers. An offer of employment as a chief officer or deputy chief officer shall only be made where no well-founded objection from any member of the executive has been received.

In addition the proposed appointment must be made in accordance with the Council's Pay Policy Statement.

6.3 Diversity and Equality

Implications verified by: **Rebecca Lee**
Team Manager Community Development & Equalities

This appointment is recommended based on the council's recruitment process which is underpinned by the council's equal opportunity policy.

Report Author:

Jackie Hinchliffe

Director of HR, OD and Transformation