

Thurrock - An ambitious and collaborative community which is proud of its heritage
and excited by its diverse opportunities and future

CommitteeName

To the Members of Thurrock Council

The next meeting of the Council will be held at **MeetingTime** on
MeetingDate

MeetingLocation

Membership of the Council:

ChairExpectedShortRolesList
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MembersExpectedShortC
olno1of3Rows

MembersExpectedShortC
olno2of3Rows

MembersExpectedShortC
olno3of3Rows



Lyn Carpenter
Chief Executive

Agenda published on: Deadline(pubagenda)

Agenda

Open to Public and Press

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Queries regarding this Agenda or notification of apologies:

Please contact MeetingContact by sending an email to MeetingContact_2

Future Dates of Council:

24 July 2019, 18 September 2019, 23 October 2019, 27 November 2019, 29 January 2020, 26 February 2020 (Budget), 25 March 2020 (Provisional)

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19 June 2019		ITEM: 10
Council		
To Approve the Appointment of the interim Corporate Director of People, Housing & Health		
Wards and communities affected: N/A		Key Decision: N/A
Report of: Councillor R Gledhill, Leader of the Council		
Accountable Assistant Director: N/A		
Accountable Director: Chief Executive – Lyn Carpenter		
This report is Public		

Executive Summary

This report seeks the agreement of Council to appoint an interim Corporate Director of People, Housing & Health.

The Council is required to appoint a Director of Children's Services (DCS) to fulfil statutory functions and comply with the Local Government and Housing Act 1989.

The recommendation is to combine the statutory functions of the DCS with those relating to the Director of Adult Services and create a combined role to build upon the success of joint working and integrated activity.

1. Recommendation(s)

- 1.1 **To approve in accordance with the Council's Constitution the appointment of Roger Harris as interim Corporate Director of People, Housing & Health, incorporating the statutory DCS functions.**

2. Introduction and Background

- 2.1 The current permanent Director of Children's Services, Rory Patterson, gave the Council notice of retirement in March with a departure date of 21 June 2019.
- 2.2 The Council is required to appoint a Director of Children's Services to fulfil statutory functions and comply with legislation. The departure of the current DCS represented an opportunity to review current arrangements and build upon the increasing joint working across Children's and Adults services.

3. Issues, Options and Analysis of Options

- 3.1 The Director of Children's Services is a key role in the Council and requires an appropriately qualified candidate to ensure statutory functions are fulfilled. In addition to looking to further align the critical services and improve outcomes for vulnerable people there were a range of issues impacting upon the commencement of a recruitment and selection process for a replacement DCS:
- The market for Directors of Children's Services is extremely competitive with many authorities, particularly London Boroughs, currently recruiting. Thurrock would struggle to attract the top candidates in the current climate.
 - The Council can expect an OFSTED inspection in the next few months and it is critical the benefits of the joint work between Children's and Adults Services is continued and fully realised.
 - Continuity of Leadership.
- 3.2 In view of these factors an option to create an interim joint role was considered and determined to be the best approach. Bringing together the totality of Social Care, Health, Education and Housing improves the Council's ability to effectively manage transition arrangements; link health and education to support the drive for improved outcomes and locate the key drivers of life chances, quality and expectancy together.
- 3.3 Under delegations in the Constitution "the Chief Executive may allocate or re-allocate responsibility for functions between Officers as necessary for the effective discharge of those functions or to cover absence of particular officers".

4. Reasons for Recommendation

- 4.1 To appoint an interim Corporate Director of People, Housing and Health to ensure fulfilment of statutory functions and continuity of senior leadership of critical services.

5. Consultation (including Overview and Scrutiny, if applicable)

- 5.1 Consultation with key and affected staff was undertaken.

6. Impact on corporate policies, priorities, performance and community impact

- 6.1 The appointment of a Director of Children's Services (DCS) is essential to the Council to comply with the Local Government & Housing Act 1989 and to ensure statutory functions are fulfilled.

7. Implications

7.1 Financial

Implications verified by: **Sean Clark**
Director of Finance, IT & Legal

This recommendation will result in the reduction of one Corporate Director. Whilst this creates a saving, there will need to be other changes within the senior leadership of this combined Directorate to ensure that any increased responsibilities are recognised and that there is sufficient capacity to support the Director. These will be contained within the current budget envelope.

7.2 Legal

Implications verified by: **David Lawson**
Assistant Director Legal Services

The final decision on the appointment of statutory Chief Officers is by Full Council.

7.3 Diversity and Equality

Implications verified by: **Roxanne Scanlon**
Community Engagement and Project Monitoring Officer

No diversity or equality implications.

7.4 Other implications (where significant) – i.e. Staff, Health, Sustainability, Crime and Disorder)

N/A

8. Background papers used in preparing the report (including their location on the Council's website or identification whether any are exempt or protected by copyright):

N/A

9. Appendices to the report

N/A

Report Author:

Lyn Carpenter – Chief Executive

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19 June 2019		ITEM: 10
Council		
To Approve the Appointment of the Interim Director of Children’s Services		
Wards and communities affected: N/A	Key Decision: N/A	
Report of: Councillor R Gledhill, Leader of the Council		
Accountable Assistant Director: N/A		
Accountable Director: Chief Executive – Lyn Carpenter		
This report is Public		

Executive Summary

This report seeks the agreement of Council to appoint an Interim Director of Children's Services (IDCS).

The Council is required to appoint a Director of Children's Services (DCS) to fulfil statutory functions and comply with the Children Act 2004.

1. Recommendation(s)

- 1.1 To approve in accordance with the Council's Constitution the appointment of Roger Harris as interim Director of Children's Services for six months pending the presentation of a report to General Services Committee to consider options for the future of this role.**

2. Introduction and Background

- 2.1** The current permanent Director of Children's Services, Rory Patterson, gave the Council notice of retirement in March with a departure date of 23 June 2019.
- 2.2** The Council is required to appoint a Director of Children's Services to fulfil its statutory functions and comply with legislation. The departure of the current DCS represents an opportunity to review current arrangements.

3. Issues, Options and Analysis of Options

- 3.1 The Council is required by statute to appoint a Director of Children's Services who has responsibility for education and children's social care. This is required to be a single officer. In light of the retirement of the current post holder an interim appointment is necessary while arrangements for the appointment of the permanent Director of Children's Services are made. The Council also needs to have regard to statutory guidance published by the Department of Education in 2013. This states that the Director of Children's Services should be a first-tier officer who reports directly to the Chief Executive.
- 3.2 The Director of Children's Services has responsibility for leadership, strategy and effectiveness of the local authority children's services; for securing the provision of services which address the needs of children and young people and has responsibility for the performance of education and children's social care. The Director of Children's Services needs to work closely with other partners to improve the outcomes and well-being of children and young people. The integration of these functions in a single officer ensures a clear line of accountability.
- 3.3 The statutory guidance sets out that Local Authorities will want to ensure that their structures and organisational arrangements enable them to:
- Fulfil their statutory duties effectively (including ensuring that children, young people and families receive effective help and benefit from high educational standards locally);
 - Be transparent about responsibilities and accountabilities; and
 - Support effective interagency and partnership working.

Local Authorities should review their arrangements regularly to satisfy themselves that they continue to be effective.

- 3.4 To ensure capacity is maintained additional resources have been identified through a combination of enhancement of current senior roles and investment in existing structures.

4. Reasons for Recommendation

- 4.1 The appointment of Roger Harris as interim Director of Children's Services will allow for:
- Continuity of leadership in the interim period which will be particularly important as the Council can expect an OFSTED inspection in the next few months. Any inspection will consider the effectiveness of leadership arrangements for children's social care;
 - The foreseeable market for Directors of Children's Services is extremely competitive with many authorities, particularly London Boroughs, currently recruiting; and

- An opportunity for the Council to consider what the most suitable arrangements for this post will be in the future to ensure that structures and organisational arrangements are effective.

5. Consultation (including Overview and Scrutiny, if applicable)

- 5.1 Formal consultation was conducted with key staff, Directors' Board and senior and middle management through the period April and May. The response from officers across the senior Leadership Team and services was supportive.
- 5.2 A meeting was then held with Group Leaders on 17 June 2019.

6. Impact on corporate policies, priorities, performance and community impact

- 6.1 The appointment of an interim Director of Children's Services (IDCS) is essential to the Council to comply with the Children Act 2004 and to ensure statutory functions are fulfilled.

7. Implications

7.1 Financial

Implications verified by: **Sean Clark**
Director of Finance, IT & Legal

This recommendation results in the temporary reduction of one Corporate Director. Whilst this creates a short term saving, there will be other changes within the senior leadership to ensure that any increased responsibilities are recognised to support the additional capacity required. These will be contained within the current budget envelope.

7.2 Legal

Implications verified by: **David Lawson**
Assistant Director Legal Services

The final decision on the appointment of statutory Chief Officers is by Full Council.

7.3 Diversity and Equality

Implications verified by: **Roxanne Scanlon**
Community Engagement and Project Monitoring Officer

No diversity or equality implications.

7.4 **Other implications** (where significant) – i.e. Staff, Health, Sustainability, Crime and Disorder)

N/A

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9. **Appendices to the report**

N/A

Report Author:

Lyn Carpenter – Chief Executive