

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

Extraordinary Council

To the Members of Thurrock Council

The next meeting of the Council will be held at **7.00 pm** on **27 November 2019**

Council Chamber, Civic Offices, New Road, Grays, Essex, RM17 6SL

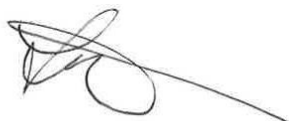
Membership of the Council:

Terry Piccolo (Mayor)
Sue Shinnick (Deputy Mayor)

Qaisar Abbas
Abbie Akinbohun
John Allen
Alex Anderson
Chris Baker
Gary Byrne
Daniel Chukwu
Colin Churchman
Gary Collins
Mark Coxshall
Jack Duffin
Tony Fish
Mike Fletcher
Oliver Gerrish
Robert Gledhill
Garry Hague

James Halden
Shane Hebb
Victoria Holloway
Deborah Huelin
Andrew Jefferies
Barry Johnson
Tom Kelly
Cathy Kent
John Kent
Martin Kerin
Angela Lawrence
Steve Liddiard
Susan Little
Sue MacPherson
Ben Maney
Fraser Massey

Allen Mayes
Sara Muldowney
Bukky Okunade
Jane Pothecary
David Potter
Shane Ralph
Joycelyn Redsell
Gerard Rice
Elizabeth Rigby
Sue Sammons
Jennifer Smith
Luke Spillman
David Van Day
Aaron Watkins
Lynn Worrall



Lyn Carpenter
Chief Executive

Agenda published on: 19 November 2019

Agenda

Open to Public and Press

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1 Apologies for absence	
2 Declaration of Interests	
To receive any declaration of interests from Members.	
3 Senior Management Appointments	7 - 12

Queries regarding this Agenda or notification of apologies:

Please contact Jenny Shade, Senior Democratic Services Officer by sending an email to Direct.Democracy@thurrock.gov.uk

Future Dates of Council:

29 January 2020, 26 February 2020 (Budget), 25 March 2020 (Provisional)

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Information for members of the public and councillors

Access to Information and Meetings

Members of the public can attend all meetings of the council and its committees and have the right to see the agenda, which will be published no later than 5 working days before the meeting, and minutes once they are published.

Recording of meetings

This meeting will be recorded with the audio recording being published on the Council's website. The meeting will also be filmed and live streamed. Members of the public not wishing to be filmed the Mayor will give them the opportunity to leave the chamber. At the start of the meeting the Chair will confirm if all or part of the meeting is to be recorded.

Members of the public not wishing any speech or address to be recorded for publication to the Internet should contact Democratic Services to discuss any concerns.

If you have any queries regarding this, please contact Democratic Services at Direct.Democracy@thurrock.gov.uk

Guidelines on filming, photography, recording and use of social media at council and committee meetings

The council welcomes the filming, photography, recording and use of social media at council and committee meetings as a means of reporting on its proceedings because it helps to make the council more transparent and accountable to its local communities.

If you wish to film or photograph the proceedings of a meeting and have any special requirements or are intending to bring in large equipment please contact the Communications Team at CommunicationsTeam@thurrock.gov.uk before the meeting. The Chair of the meeting will then be consulted and their agreement sought to any specific request made.

Where members of the public use a laptop, tablet device, smart phone or similar devices to use social media, make recordings or take photographs these devices must be set to 'silent' mode to avoid interrupting proceedings of the council or committee.

The use of flash photography or additional lighting may be allowed provided it has been discussed prior to the meeting and agreement reached to ensure that it will not disrupt proceedings.

The Chair of the meeting may terminate or suspend filming, photography, recording and use of social media if any of these activities, in their opinion, are disrupting proceedings at the meeting.

Thurrock Council Wi-Fi

Wi-Fi is available throughout the Civic Offices. You can access Wi-Fi on your device by simply turning on the Wi-Fi on your laptop, Smartphone or tablet.

- You should connect to TBC-CIVIC
- Enter the password **Thurrock** to connect to/join the Wi-Fi network.
- A Terms & Conditions page should appear and you have to accept these before you can begin using Wi-Fi. Some devices require you to access your browser to bring up the Terms & Conditions page, which you must accept.

The ICT department can offer support for council owned devices only.

Evacuation Procedures

In the case of an emergency, you should evacuate the building using the nearest available exit and congregate at the assembly point at Kings Walk.

How to view this agenda on a tablet device



You can view the agenda on your [iPad](#), [Android Device](#) or [Blackberry Playbook](#) with the free modern.gov app.

Members of the Council should ensure that their device is sufficiently charged, although a limited number of charging points will be available in Members Services.

To view any “exempt” information that may be included on the agenda for this meeting, Councillors should:

- Access the modern.gov app
- Enter your username and password

DECLARING INTERESTS FLOWCHART – QUESTIONS TO ASK YOURSELF

Breaching those parts identified as a pecuniary interest is potentially a criminal offence

Helpful Reminders for Members

- *Is your register of interests up to date?*
- *In particular have you declared to the Monitoring Officer all disclosable pecuniary interests?*
- *Have you checked the register to ensure that they have been recorded correctly?*

When should you declare an interest *at a meeting*?

- **What matters are being discussed at the meeting?** (including Council, Cabinet, Committees, Subs, Joint Committees and Joint Subs); or
- If you are a Cabinet Member making decisions other than in Cabinet **what matter is before you for single member decision?**



Does the business to be transacted at the meeting

- relate to; or
- likely to affect

any of your registered interests and in particular any of your Disclosable Pecuniary Interests?

Disclosable Pecuniary Interests shall include your interests or those of:

- your spouse or civil partner's
- a person you are living with as husband/ wife
- a person you are living with as if you were civil partners

where you are aware that this other person has the interest.

A detailed description of a disclosable pecuniary interest is included in the Members Code of Conduct at Chapter 7 of the Constitution. **Please seek advice from the Monitoring Officer about disclosable pecuniary interests.**

What is a Non-Pecuniary interest? – this is an interest which is not pecuniary (as defined) but is nonetheless so significant that a member of the public with knowledge of the relevant facts, would reasonably regard to be so significant that it would materially impact upon your judgement of the public interest.

Pecuniary

If the interest is not already in the register you must (unless the interest has been agreed by the Monitoring Officer to be sensitive) disclose the existence and nature of the interest to the meeting

If the Interest is not entered in the register and is not the subject of a pending notification you must within 28 days notify the Monitoring Officer of the interest for inclusion in the register

Unless you have received dispensation upon previous application from the Monitoring Officer, you must:

- Not participate or participate further in any discussion of the matter at a meeting;
- Not participate in any vote or further vote taken at the meeting; and
- leave the room while the item is being considered/voted upon

If you are a Cabinet Member you may make arrangements for the matter to be dealt with by a third person but take no further steps

Non- pecuniary

Declare the nature and extent of your interest including enough detail to allow a member of the public to understand its nature



You may participate and vote in the usual way but you should seek advice on Predetermination and Bias from the Monitoring Officer.

PROCEDURE FOR MOTIONS

No speech may exceed 3 minutes without the consent of the Mayor [Rule 19.8], except for the proposer of any motion who shall have 5 minutes to move that motion (except on a motion to amend where the 3 minute time shall apply) [Rule 19.8(a)]			
All Motions will follow Section A and then either Section B or C			
A.	A1 Motion is moved A2 Mover speaks A3 Seconded A4 Secunder speaks or reserves right to speak	[Rule 19.2] [Rule 19.8(a) (5 minutes)] [Rule 19.2] [Rule 19.3] (3 minutes)	
Then the procedure will move to either B or C below:			
B.		C.	
IF there is an AMENDMENT (please see Rule 19.23)		If NOT amended i.e. original motion	
B1	The mover of the amendment shall speak (3 mins).	C1	Debate.
B2	The seconder of the amendment shall speak unless he or she has reserved their speech (3 mins).	C2	If the seconder of the motion has reserved their speeches, they shall then speak.
B3	THEN debate on <u>the subject</u>.	C3	The mover of the substantive motion shall have the final right of reply.
B4	If the seconder of the substantive motion and the amendment reserved their speeches, they shall then speak.	C4	Vote on motion.
B5	The mover of the amendment shall have a right of reply.		
B6	The mover of the substantive motion shall have the final right of reply.		
B7	Vote on amendment.		
B8	A vote shall be taken on the substantive motion, as amended if appropriate, without further debate.		

Our Vision and Priorities for Thurrock

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

1. **People** – a borough where people of all ages are proud to work and play, live and stay
 - High quality, consistent and accessible public services which are right first time
 - Build on our partnerships with statutory, community, voluntary and faith groups to work together to improve health and wellbeing
 - Communities are empowered to make choices and be safer and stronger together

2. **Place** – a heritage-rich borough which is ambitious for its future
 - Roads, houses and public spaces that connect people and places
 - Clean environments that everyone has reason to take pride in
 - Fewer public buildings with better services

3. **Prosperity** – a borough which enables everyone to achieve their aspirations
 - Attractive opportunities for businesses and investors to enhance the local economy
 - Vocational and academic education, skills and job opportunities for all
 - Commercial, entrepreneurial and connected public services

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27 November 2019		ITEM: 3
Extraordinary Council		
Senior Management Appointments		
Wards and communities affected: All	Key Decision: Key	
Report of: Councillor Rob Gledhill, Leader of the Council		
Accountable Director: Lyn Carpenter, Chief Executive		
This report is Public		

Executive Summary

In accordance with the relevant legislation and Constitutional requirements this report seeks approval to appoint to three senior management posts following the completion of robust, national executive recruitment processes.

In addition, the report seeks approval to extend the interim arrangements for Corporate Director of Children's Services and the Assistant Director Legal and Monitoring Officer to ensure statutory and service requirements are maintained during notice periods.

1. Recommendations

- 1.1 To approve in accordance with the Council's Constitution the appointment of Andy Millard as permanent Director of Place.
- 1.2 To approve in accordance with the Council's Constitution the appointment of Ian Hunt as permanent Assistant Director Legal and Monitoring Officer.
- 1.3 To approve in accordance with the Council's Constitution the appointment of the permanent Corporate Director Children's Services which will be advised at Full Council.
- 1.4 To approve the extension to the interim arrangements for the Corporate Director Children's Services and the Assistant Director Legal and Monitoring Officer until the permanent candidates commence employment with the Council.

2. Introduction and Background

- 2.1 The Director of Place role became vacant in May 2019 following the resignation of Steve Cox, interim acting up arrangements have been in place for 6 months to cover the role and ensure continuity of service during the robust, national recruitment process.
- 2.2 The Corporate Director of Children’s Services, Rory Patterson, retired in June 2019. The Council is required to appoint a Director of Children’s Services and interim arrangements were implemented. After consideration of options the General Services Committee agreed to proceed to recruit permanently to the role.
- 2.3 Following the retirement of David Lawson in July 2019, the Assistant Director Legal and Monitoring Officer role has been held on an interim basis as agreed by Full Council in July to ensure compliance with legislation.

3. Director of Place

- 3.1 Permanent recruitment to the Director of Place commenced in August 2019. An executive recruitment agency was appointed and a full campaign developed. The external advert and website was live from 5 September to 27 September, supplemented by a full and extensive national executive search.
- 3.2 The campaign attracted 15 applicants who were initially assessed and rated by the agency. Longlisting by General Services Committee took place on 7 October, from the 15 applications, five candidates were selected to progress to the technical interview stage.
- 3.3 Technical Assessments for the five selected candidates were conducted by an external independent expert on 21 October. Shortlisting by General Services Committee took place on 6 November, from the five candidates interviewed at the longlisting stage of the process, two were selected to progress to the Selection Day. One candidate subsequently withdrew, and following consultation with GSC, the committee agreed to proceed with the 1, strongly recommended, candidate.
- 3.4 Selection Day took place on 12 November. Selection consisted of interviews with a stakeholder panel and General Services Committee. The Stakeholder Panel consisted of:

1	Perry Glading	Thurrock Business Board
2	Stephen Munday	South West Essex Community Education Trust
3	Stephen Lawrence	Thames Enterprise Park (iSec)
4	Peter Ward	Port of Tilbury
5	Allan Lockhart	NewRiver

6	Jacqui Payne	Thurrock CVS
7	Ashley Palipana	Youth Cabinet
8	Isobel Khawaja	Youth Cabinet
9	Sue Hawthorne (Facilitator)	HR Business Partner

3.5 Both the Stakeholder panel and GSC recommended Andy Millard be appointed to the role of Director of Place.

4. Assistant Director Legal and Monitoring Officer

4.1 The Council is required to appoint a Monitoring Officer under Section 5 of the Local Government and Housing Act 1989. The role of Monitoring Officer is incorporated into the role of Assistant Director Legal in recognition of the case law and Acts of Parliament often used in the interpretation of the Constitution.

4.2 Permanent recruitment to the Assistant Director Legal and Monitoring Officer commenced in August 2019. An executive recruitment agency was appointed and a full national campaign developed. The external advert and website was live from 5 September to 27 September, supplemented by a full executive search.

4.3 The campaign attracted 12 applicants who were initially assessed and rated by the agency based on their applications. Longlisting by General Services Committee took place on 7 October, from the 12 applications 10 candidates were selected to progress to the next stage. One candidate withdrew before the technical assessments.

4.4 Technical Assessments for the nine selected candidates were conducted by an external independent expert on 24 and 28 October. Shortlisting by General Services Committee took place on 6 November, from the nine candidates three were selected to progress to the Selection Day.

4.5 Selection Day took place on 12 November. Selection consisted of interviews with a stakeholder panel and General Services Committee. The Stakeholder Panel consisted of:

1	Sean Clark	Director of Finance, Governance and Property
2	Sharon Bayliss	Director of Commercial Services
3	Karen Wheeler	Director of Strategy, Communications and Customer Services
4	Gary Staples	Strategic Lead Transformation
5	Leigh Nicholson	Interim Assistant Director Planning,

		Transportation and Public Protection
6	Sarah Hirt (Facilitator)	HR Business Partner

4.6 Both the Stakeholder panel and GSC recommended Ian Hunt be appointed to the role of Assistant Director Legal and Monitoring Officer.

5. Corporate Director Children's Services

5.1 The Council is required to appoint a Director of Children's Services to fulfil statutory functions and comply with Section 18 of the Children's Act 2004.

5.2 Permanent recruitment to the Corporate Director Children's Services commenced in September 2019. An executive recruitment agency was appointed and a full national campaign developed. The external advert and website was live from 26 September to 25 October, supplemented by a full executive search.

5.3 The campaign attracted seven applicants which were initially assessed and rated by the agency based on their applications. Longlisting by General Services Committee took place on 6 November, from the seven applications, six candidates were selected to progress to the next stage. One candidate withdrew before the technical assessments.

5.4 Technical Assessments for the five selected candidates were conducted by an external independent expert on 13 November. Shortlisting by General Services Committee took place on 18 November, from the five candidates two were selected to progress to the Selection Day.

5.5 Selection Day will take place on 25 November. Selection will consist of interviews with a stakeholder panel and General Services Committee. The Stakeholder Panel will consist of:

1	Kevin Sadler	The Gateway Learning Community Trust
2	Jane Foster-Taylor	Thurrock CCG
3	Sheila Coates	SERICC
4	Kristina Jackson	Thurrock CVS
5	Jo Sawtell-Haynes	Thurrock Primary Heads Association
6	Paul Griffiths	St Clere's School
7	Paul Ballard	Essex Police
8	To be confirmed	Youth Cabinet

9	Julie Harris (Facilitator)	HR Business Partner
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5.6 Recommendation of the Stakeholder panel and General Services Committee will be reported to Full Council on 27 November 2019.

6. Reasons for Recommendation

6.1 To appoint to three senior positions to ensure the council fulfils statutory functions and requirements and has appropriate senior leadership in place to deliver critical services and ambitions.

6.2 To ensure interim arrangements are maintained to meet statutory requirements whilst the successful candidates complete their notice periods.

7. Consultation

7.1 Appointments to the three senior management positions have been conducted by General Services Committee with the full engagement of key stakeholders. GSC recommends the 3 candidates be approved by Full Council.

8. Implications

8.1 Financial

Implications verified by: **Sean Clark**
Director of Finance, Governance and Property

These are substantive posts and are therefore included within the council's core budgets.

8.2 Legal

Implications verified by: **Courage Emovon**
Acting Strategic Lead / Deputy Head of Legal Services / Deputy Monitoring Officer

The legal requirements and implications in relation to the appointment of the Monitoring Officer and the Director of Children Services are set out in this report. Save for those requirements and the provisions under the Council's Constitution for appointments to all these posts, there are no direct legal implications arising from this report.

8.3 Diversity and Equality

Implications verified by: **Rebecca Price**

Team Manager Community Development & Equalities

The 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 & Transformation