

<b>27 January 2016</b>		<b>ITEM: 11</b>
<b>Council</b>		
<b>To Note the Appointment of the Interim Corporate Director of Children's Services Service</b>		
<b>Wards and communities affected:</b> N/A	<b>Key Decision:</b> N/A	
<b>Report of:</b> Councillor J Kent, Leader of the Council		
<b>Accountable Head of Service:</b> N/A		
<b>Accountable Director:</b> Lyn Carpenter, Chief Executive		
<b>This report is Public</b>		

### **Executive Summary**

The Council is required to appoint a Director of Children's Services to fulfil statutory functions and comply with the requirements of the Local Government and Housing Act 1989. Normally statutory Chief Officer /Director Appointments are confirmed at Full Council however, given the urgent need to recruit an interim Director for Children Services, Rule 9 of the Employment Rules covering interim appointments applied enabling General Services Committee to make both a selection and an urgent interim appointment.

General Services Committee met on 6 January 2016 to conduct the selection and agreed to appoint David Archibald.

#### **1. Recommendation(s)**

##### **1.1 To note the appointment of David Archibald as Interim Corporate Director of Children's Services with effect from 25 January 2016.**

#### **2. Introduction and Background**

2.1 Following the resignation of Carmel Littleton, the current Director of Children's Services, Council approved General Services Committee to make arrangements for the recruitment of a Corporate Director of Children's Services.

2.2 Recruitment of a permanent Corporate Director of Children's Services is underway with the intention of conducting selection interviews in March and

bringing a recommendation to full Council. Due to the requirements of the role and to comply with our statutory duty, an interim appointment is required.

- 2.3 This report asks Council to note the appointment of Mr David Archibald as interim Corporate Director of Children's Services following a meeting of the General Services Committee on 6 January, which agreed to appoint him to the post.

### **3. Issues, Options and Analysis of Options**

- 3.1 Under the Local Government and Housing Act 1989, the Council has a statutory duty to appoint a designated Director of Children's Services.
- 3.2 This is a key role for the Authority which the current post holder leaves on 29 January 2016. With the Ofsted Inspection of services potentially due to be announced at any time, the council needed to appoint an appropriately qualified candidate to enable an appropriate handover from the current Director and to maintain stability and continuity of critical services.
- 3.3 Consideration was given to an internal acting up arrangement; due to the demands of the role and the need to maintain appropriate senior capacity for the Ofsted Inspection this did not represent an appropriate solution.
- 3.4 The Monitoring Officer advised that Rule 9 of the Employment Rules would be applicable as this is a short term appointment. General Services Committee considered both the selection and appointment of the candidate at its meeting on 6 January 2016.

### **4. Reasons for Recommendation**

- 4.1 To appoint an Interim Corporate Director of Children's Services to ensure continuity of statutory functions and appropriate senior leadership of critical services.

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

- 5.1 The recommendation in this report is the outcome of a formal recruitment process conducted by General Services Committee to appoint the Interim Corporate Director of Children's Services.
- 5.2 Pursuant to Rule 4 of the Employment Rules, Cabinet has been duly notified and no objection received from the Leader.

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

- 6.1 The recruitment of an interim Corporate Director of Children's Services is essential to the Council to comply with the Local Government and Housing Act 1989 and to ensure statutory functions are maintained.

## **7. Implications**

### **7.1 Financial**

Implications verified by: **Sean Clark**  
**Director of Finance and IT**

The interim appointment will be covered by the existing budget for the substantive post.

### **7.2 Legal**

Implications verified by: **David Lawson**  
**Deputy Head of Legal**

Normally statutory Chief Officer appointments are confirmed at Full Council however there was an urgent need to recruit an interim Director for Children Services as the current post holder leaves in January and the Authority needed to seek urgent interim cover from an appropriately qualified candidate by both selection and appointment at General Services Committee on 6 of January 2016 to ensure sufficient time for an informed handover to the interim appointee for continued stability and continuity.

It is the Monitoring Officer advice that as this interim cover is by short term consultancy contract then Rule 9 of the Employment Rules covering interim appointments would be applicable and that in the circumstances it would be within the terms of reference of General Services Committee to make both a selection and an urgent interim appointment pursuant to Rule 9 of the Employment Rules - given the urgency of the temporary appointment, it's Interim nature and the essential need to maintain continuity of cover of the core statutory functions in respect of Children Services.

### **7.3 Diversity and Equality**

Implications verified by: **Natalie Warren**  
**Community Development and Equalities  
Manager**

The Council is under a statutory obligation to ensure that appropriate equality consideration is given in the exercise of its services and functions.

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