



Staffing Committee

Date: Wednesday, 17 April 2024
Time: 4.00 pm
Venue: Committee Room 6, County Hall, Dorchester, DT1 1XJ

Members (Quorum)

Stella Jones, Byron Quayle and Mark Roberts

Chief Executive: Matt Prosser, County Hall, Dorchester, Dorset DT1 1XJ

For more information about this agenda please contact Democratic Services
Meeting Contact 01305 252234 - kate.critchell@dorsetcouncil.gov.uk

Members of the public are welcome to attend this meeting, apart from any items listed in the exempt part of this agenda.

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Agenda

Item	Pages
1. APOLOGIES	
To receive any apologies for absence.	
2. ELECTION OF CHAIRMAN	
To elect a Chairman for the meeting.	
3. DECLARATIONS OF INTEREST	
To disclose any pecuniary, other registrable or non-registrable interests as set out in the adopted Code of Conduct. In making their decision councillors are asked to state the agenda item, the nature of the interest and any action they propose to take as part of their declaration.	
If required, further advice should be sought from the Monitoring Officer in advance of the meeting.	

4. APPOINTMENT OF CORPORATE DIRECTOR FOR CHILDREN'S-COMMISSIONING AND PARTNERSHIPS

3 - 6

To consider the interview panel's recommendation for the appointment of the Corporate Director for Children's – Commissioning and Partnership.

5. URGENT ITEMS

To consider any items of business which the Chairman has had prior notification and considers to be urgent pursuant to section 100B (4) b) of the Local Government Act 1972. The reason for the urgency shall be recorded in the minutes.

6. EXEMPT BUSINESS

To move the exclusion of the press and the public for the following item in view of the likely disclosure of exempt information within the meaning of paragraph x of schedule 12 A to the Local Government Act 1972 (as amended).

The public and the press will be asked to leave the meeting whilst the item of business is considered.

There is no exempt business scheduled for this meeting.

Staffing Committee

17 April 2024

Appointment of Corporate Director for Commissioning & Partnerships, Children's Services

For Decision

Portfolio Holder: Cllr B Quayle, Children, Education, Skills and Early Help

Local Councillor(s): All

Executive Director: T Leavy, Executive Director of People - Children

Report Author: Lateefah Sulaiman

Job Title: HR Business Partner (Childrens Services)

Tel: 01305221621

Email: Lateefah.Sulaiman@dorsetcouncil.gov.uk

Report Status: Public (the exemption paragraph is N/A)

Brief Summary:

Consideration to appoint a permanent Corporate Director for Commissioning & Partnerships following interviews.

Recommendation:

To approve the interview panel's recommendation for the appointment of a Corporate Director for Commissioning & Partnerships on a permanent basis in the Children's Services directorate.

Reason for Recommendation:

As required by our constitution, the role of Corporate Director for Commissioning & Partnerships requires the approval of the Staffing Committee, as it is a Chief Officer role within the council.

1. Executive Summary

1.1 The position of Corporate Director for Commissioning & Partnerships is an integral part of the Children's Senior Leadership Team and directly reports to the Executive Director of Children's Services. The former Corporate Director for Commissioning & Partnerships concluded her tenure at Dorset Council on December 31, 2023, having secured the role of Director for Children's Service at North Somerset Council through a successful application process. To ensure a seamless transition and maintain leadership continuity, an interim Corporate Director was appointed for a period of 6 months. This role is pivotal in sustaining the momentum of improvement within the council's Children's commissioning and partnerships services and is now being filled on a permanent basis.

2.0 Appointment Process for Corporate Director for Commissioning & Partnerships

2.1 The role was advertised externally from 07 March - 7 April 2024. It was promoted broadly, including the use of social media channels and targeted advertising, to ensure a strong field of applicants.

2.2 Nine applications were submitted for the position. Subsequently, a shortlisting panel convened on April 8, 2024, comprising Cllr B Quale, Theresa Leavy, and Lateefah Sulaiman from HR. Following shortlisting, it was determined that five candidates would be invited to a formal interview and selection process.

2.3 The formal selection programme consisted of four separate panels: a stakeholder panel, a staff panel; a children and young people's panel and a member formal interview panel including Councillors.

2.4 The panel members listed below participated in a face-to-face formal interview on 17 April 2024. The Member Panel consisted of:

Cllr Byron Quale
Cllr Mark Roberts
Cllr Stella Jones
Theresa Leavy, Executive Director
Lateefah Sulaiman, HR Business Partner

2.5 The Stakeholder Panel includes Lisa Cotton (Dorset Council), Julie Howe (Police), Sarah Howard (Health), Miriam Leigh (Education), Jon Sloper (Help & Kindness) and Lesley Mellor (DPCC)

2.6 A Children and Young Panel provided invaluable feedback.

2.7 As a result of the interview and selection process, the Formal Panel are making a recommendation to the Staffing Committee for the appointment of one of the candidates to the post of Corporate Director for Commissioning & Partnerships.

3.0 Financial Implications

The post will be paid at Corporate Director salary level and costs will be managed within budget.

4.0 Natural Environment, Climate & Ecology Implications

None

5.0 Well-being and Health Implications

None

6.0 Other Implications

None

7.0 Risk Assessment

7.1 Having considered the risks associated with this decision; the level of risk has been identified as:

Current Risk: Low

Residual Risk: Low

8.0 Equalities Impact Assessment

The post has been recruited to in accordance with the council's equality and diversity policies.

9.0 Appendices

None

10.0 Background Papers

None

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