



Staffing Committee

Date: Monday, 2 September 2024
Time: 4.00 pm
Venue: Council Chamber, County Hall, Dorchester, DT1 1XJ

Members (Quorum)

Simon Clifford, Nick Ireland, Andrew Parry, Byron Quayle and Clare Sutton

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. ELECTION OF CHAIR	
To elect a Chair for the meeting.	
2. APOLOGIES	
To receive any apologies for absence.	
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 EXECUTIVE DIRECTOR FOR PEOPLE - CHILDREN'S

3 - 6

Consideration to appoint a permanent Executive Director of People - Childrens Services following interviews.

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 3 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.

Staffing Committee

2 September 2024

Appointment of Executive Director of People - Children's Services

For Decision

Cabinet Member and Portfolio:

Cllr. C Sutton, Children's Services, Education & Skills

Local Councillor(s):

All

Executive Director:

M Prosser, Chief Executive

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 Executive Director of People - Childrens Services following interviews.

Recommendation:

To approve the interview panel's recommendation for the appointment of an Executive Director of People- Childrens Services on a permanent basis in the Children's Services directorate.

Reason for Recommendation:

As required by our constitution, the role of Executive Director of People - Childrens Services 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 Executive Director for Childrens Services is an integral part of Dorset Council Executive Leadership Team. This post leads the Children's Directorate Senior Leadership Team and directly reports to the Chief Executive of Dorset Council. Four Corporate Directors report to the Executive Director, namely: the Corporate Director for Care& Protection, Corporate Director for Education, Corporate Director for Commissioning, and the Corporate Director for Quality Assurance.
- 1.2 The current Executive Director for Childrens Services handed in her resignation to leave Dorset Council at the end of October 2024 to explore new opportunities both personally and professionally. This role is pivotal in sustaining the momentum of improvement within the council's Children's services and is being filled on a permanent basis.

2.0 **Appointment Process for Executive Director of People- Childrens Services**

- 2.1 The role was advertised externally from 09 July – 14 August 2024. It was promoted broadly, including the use of social media channels and targeted advertising, to ensure a strong field of applicants.
- 2.2 Eleven applications were submitted for the position. Subsequently, a shortlisting panel convened on 19 August 2024, comprising Cllr N Ireland, Cllr C Sutton, and Matt Prosser Chief Executive. Following shortlisting, it was determined that six candidates would be invited to a technical interview and selection process.
- 2.3 A technical interview took place on 28th August with Helen Lincoln-Director of Childrens Services Essex, as the Expert Assessor.
- 2.4 Successful candidates following the technical interviews attended the Children & Young People's Panel on 30th August 2024 and a formal selection programme on 2nd September 2024 which consisted of three separate panels: a stakeholder panel, a staff panel, and a member formal interview panel including Councillors.
- 2.5 The panel members listed below participated in a face-to-face formal interview on 2nd September 2024. The Member Panel consisted of:

Cllr Nick Ireland (Chair)

Cllr Clare Sutton (Lead Member for Children's Services)

Cllr Bridget Bolwell (Chair of Corporate Parenting Board)

Cllr Andrew Parry (Leader of the Opposition)
Cllr Byron Quayle

Advisors to the panel:

Matt Prosser, Chief Executive
Lateefah Sulaiman, HR Business Partner

2.6 The Stakeholder Panel included external stakeholder representatives from partner organisations- Paula Golding (Dorset Council), Stewart Dipple (Police), David Freeman (Health- ICB), Fay MacRitchie (Education), Jon Sloper (Help & Kindness) and a representative from Dorset Parent Carer Council.

2.7 The Staff Panel included Dorset Council Senior Managers and Business Partners including a Union representative.

2.8 A Children and Young Panel provided invaluable feedback.

3.0 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 Executive Director of People- Childrens Services

4.0 Financial Implications

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

5.0 Natural Environment, Climate & Ecology Implications

None

6.0 Well-being and Health Implications

None

7.0 Other Implications

None

8.0 Risk Assessment

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

Current Risk: Low

Residual Risk: Low

9.0 Equalities Impact Assessment

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

10.0 Appendices

None

11.0 Background Papers

None