



Staffing Committee

Date: Thursday, 29 August 2024
Time: 4.00 pm
Venue: Council Chamber, County Hall, Dorchester, DT1 1XJ

Members (Quorum 3)
Nick Ireland, Andrew Parry 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 CORPORATE DIRECTOR FOR QUALITY ASSURANCE & SAFEGUARDING**

3 - 6

To approve the interview panel's recommendation for the appointment of a Corporate Director for Corporate Director for Quality Assurance & Safeguarding Families, on a permanent basis in the Children's Services directorate.

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

29 August 2024

Appointment of Corporate Director for Quality Assurance & Safeguarding Families, Children's Services

For Decision

Cabinet Member and Portfolio:

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

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 Quality Assurance & Safeguarding Families, following interviews.

Recommendation:

To approve the interview panel's recommendation for the appointment of a Corporate Director for Corporate Director for Quality Assurance & Safeguarding Families, on a permanent basis in the Children's Services directorate.

Reason for Recommendation:

As required by our constitution, the role of Corporate Director for Corporate Director for Quality Assurance & Safeguarding Families, 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 Quality Assurance & Safeguarding Families is an integral part of the Children's Senior Leadership Team and directly reports to the Executive Director of Children's Services. The role is responsible for providing leadership and oversight of the quality assurance function across all of Children's Services. Including ensuring that effective service improvement and workforce development strategy is in place, and that detailed and strategic action plans are put in place after inspection, peer challenge, audit of critical incidents, and to build on our Good Ofsted rating.
- 1.2 The Corporate Director for Quality Assurance & Safeguarding Families role was created in 2022 and appointed to on a fixed term basis. The current post holder 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 Children's Quality Assurance & Safeguarding service and is now being filled on a permanent basis.

2.0 **Appointment Process for Corporate Director for Quality Assurance & Safeguarding**

- 2.1 The role was advertised externally from 17th July – 18th 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 Ten applications were submitted for the position. Subsequently, a shortlisting panel convened on 21st August 2024, comprising Cllr S Jones and Theresa Leavy. 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 29 August 2024. The Member Panel consisted of:

Cllr Nick Ireland
Cllr Claire Sutton
Cllr Andrew Parry
Theresa Leavy, Executive Director
Lateefah Sulaiman, HR Business Partner
- 2.5 The Stakeholder Panel includes representatives of partner organisations – Steve Ford (Dorset Council), Jim Beashel (Police), Elaine Hurl (Health),

Miriam Leigh (Education), Mike Bennett (Voluntary Sector) and Lesley Mellor (Dorset Parent Carer Council).

2.6 The Staff Panel includes Dorset Council Senior Managers and Business Partners including a Union representative.

2.7 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 Corporate Director for Quality Assurance & Safeguarding Families.

4.0 Financial Implications

The post will be paid at Corporate 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.

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