

Staffing Committee

28 October 2024

Appointment of Corporate Director for Care & Protection, Children's Services

For Decision

Cabinet Member and Portfolio:

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

Local Councillor(s):

All

Executive Director:

P Dempsey, Executive Director of People - Children

Report Author: Lateefah Sulaiman

Job Title: HR Business Partner (Children's Services)

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

Brief Summary:

Consideration to appoint a permanent Corporate Director for Care & Protection, following interviews.

Recommendation:

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

Reason for Recommendation:

As required by our constitution, the role of Corporate Director Care & Protection, 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 Care & Protection 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 Care and Protection function across all of Children's Services ensure high-quality services for children and families in alignment with national legislative frameworks in areas such as safeguarding, social work, adoption, and early help. Including services such as Children's Advice and Duty Service (Multidisciplinary Front Door); Fostering & SGO service; Birth to Settled Adulthood service; Care Leavers and Unaccompanied Asylum-seeking Children; Dorset Combined Youth Justice Service; Children in Care; and Locality teams.
- 1.2 The Corporate Director for Care & Protection role was last appointed to in 2022; however, the current post holder was promoted following successful appointment to the role of Executive Director Children's services on 1st October 2024. This role is pivotal in sustaining the momentum of improvement within Children's social care and is being filled on a permanent basis.

2.0 Appointment Process for Corporate Director for Care & Protection

- 2.1 The role was advertised externally from 17th September – 17th October 2024. It was promoted broadly, including the use of social media channels and targeted advertising, to ensure a strong field of applicants.
- 2.2 Seven (7) applications were received for the position. Subsequently, a shortlisting panel convened on 21st October 2024, comprising Cllr Clare Sutton and Paul Dempsey. Shortlisted candidates were 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 28 October 2024.
- 2.5 The Member Panel consisted of: Cllr Claire Sutton, Cllr Bridget Bolwell, Cllr Byron Quayle, Paul Dempsey- Executive Director and Lateefah Sulaiman- HR Business Partner

2.6 The Stakeholder Panel included representatives of partner organisations- Dorset Council Adults services, Police, Health, Education, Voluntary Sector and 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 Corporate Director for Care & Protection

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.