

# Staffing Committee

27 January 2025

## Appointment of Interim Corporate Director for Education & Learning, 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 an interim Corporate Director for Education & Learning, following an interview.

**Recommendation:**

To approve the interview panel's recommendation for the appointment of a Corporate Director for Education & Learning, on an interim basis in the Children's Services directorate.

**Reason for Recommendation:**

As required by our constitution, the role of Corporate Director Education & Learning, 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 Education & Learning is a critical role within the Children's Senior Leadership Team, reporting directly to the Executive Director of Children's Services. This role provides strategic leadership and oversight in the development and delivery of the Children's Education & Learning function, ensuring high-quality education provision in line with national legislation. Key responsibilities include driving transformational change across a range of services—such as school admissions, out-of-school services, SEN and SEND assessments, and advisory services—to build on our Good Ofsted rating. The post holder will also play a key role across the Council, fostering collaboration to establish flexible, responsive ways of working while promoting an inclusive, diverse, and visionary culture of excellence.
- 1.2 The previous Corporate Director for Education & Learning has tendered their resignation to leave Dorset Council at the end of January 2025 (with official leaving date of 7<sup>th</sup> March to enable her to take leave) to explore new opportunities both personally and professionally.
- 1.3 Recognising the critical importance of this position, a recruitment and selection process for an Interim Corporate Director is being completed and we seek Staffing Committee's approval to appoint the selected candidate.
- 1.4 The interim appointment will provide continuity of leadership and ensure a smooth transition. The Executive Director and Portfolio Holder propose appointing the Interim Corporate Director for a six-month period, with the recruitment process for a permanent appointment commencing in the new financial year.

## **2.0 Recruitment**

The recruitment of the Interim Corporate Director role was completed using internal advertising and application within the council. CVs were received, and these were shortlisted down to 1 candidate, who was invited for interview.

## **3.0 Appointment Process for Interim Corporate Director for Education and Learning**

An interview with the candidate will be held with Paul Dempsey, Executive Director for Children's Services and the 3 councillors on Monday 27<sup>th</sup> January 2025.

The member panel will consist of Cllr C Sutton, Cllr B Quayle and Cllr B Bolwell. Supported by: Paul Dempsey, Executive Director People – Children, and Lateefah Sulaiman, HR Business Partner (Childrens).

Following the interviewing, the Portfolio Holder and Executive Director will make a recommendation to the Staffing Committee for the appointment of the successful candidate, as the Interim Corporate Director for Education & Learning.

#### **4.0 Financial Implications**

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.