

LONDON BOROUGH OF CAMDEN	WARDS: All
REPORT TITLE Director of Children’s Safeguarding and Social Work – Recruitment process: Member Panel Interviews	
REPORT OF Director of People and Inclusion	
FOR SUBMISSION TO Audit and Corporate Governance (Appointment Panel) Sub-Committee	DATE 6 th January 2021
<p>SUMMARY OF REPORT</p> <p>This report provides some background with regard to the general practice for the sub-committee in undertaking their role as the Chief Officer appointment panel for the Council. Members are asked to carefully consider the advice within the report and should they have any additional questions to seek advice either before or during the meeting. Separately and with as much notice as they can (depending on the timing of the recruitment) HR will supply to all members on a strictly confidential basis applications/CV of the candidates, as well as any results from the Assessment Centre. Members will consider the relevant application material and reports on the performance of candidates in any assessment exercises, together with performance of candidates in member panel interview in coming to a decision.</p> <p>Local Government Act 1972 – Access to Information</p> <p>The following documents have been used in the preparation of this report:</p> <p>No documents have been used in the preparation of this report.</p> <p>Contact Officer: Joanna Brown Director of People and Inclusion 5 Pancras Square London N1C 4AG Tel: 020 7974 6302 E-mail: joanna.brown@camden.gov.uk</p>	
<p>RECOMMENDATIONS</p> <p>That the Audit and Corporate Governance (Appointment Panel) Sub-Committee:</p>	

(1) Notes the process for appointment to the post Director of Children's Safeguarding and Social Work and the details of the job description and personal specification;

(2) Interviews the shortlisted candidates and if it considers it appropriate make an offer of appointment to the position of Director of Children's Safeguarding and Social Work, subject to there being no well-founded objection by any member of the Cabinet and subject to full references and pre-employment checks including DBS clearance where appropriate.

(3) In accordance with the Council's Pay Policy Statement approve which part of the target salary range the successful candidate should be recruited on subject to full references and pre-employment checks including DBS clearance where appropriate.

Local Government Act 1972 – Access to Information

The candidate reports which have been supplied to members separately by HR are exempt from disclosure by virtue of the following paragraphs of Schedule 12A to the Local Government Act 1972:

Paragraph 1: Information relating to any individual.

Signed:



Joanna Brown
Director of People and Inclusion

Date: 22nd December 2020

1. Purpose of Report

- 1.1. The Audit and Corporate Governance Committee has delegated to the Audit and Corporate Governance (Appointment Panel) Sub-Committee responsibility for interviewing and offering permanent appointments to all posts at Chief Officer level. Attached at Appendix 1 are the job advert and job description.
- 1.2. 'Shortlisting' of candidates was undertaken by the Appointments Sub-Committee/officers on **11th December 2020**.
- 1.3. This report sets out the process for appointment to the position of Director of Children's Safeguarding and Social Work. The application and CV's of the candidates and any results from the Assessment Centre will be provided separately to members by HR being documents exempt from disclosure and strictly confidential.
- 1.4. This information will support the Sub-Committee in interviewing candidates, and if they consider it appropriate making an offer of appointment subject to there being no well-founded objections from any member of the Cabinet, reference and medical as applicable and agreeing (subject to those conditions) a starting salary for the successful candidate.

2. Process for appointment

- 2.1. The Panel will be advised by the Director of People and Inclusion.
- 2.2. The Council wants to attract the best candidates and, to achieve this, a broad range of channels are used. Vacancies are published on the Council's website and additional channels, such as social media, are used depending on the job. It is recognised that a 'one size fits all' approach doesn't always work so additional methods are used as well as traditional advertising of jobs in newspapers, publications or online job boards. The Council will seek to employ candidates who display the attitudes, skills and behaviours that are best fit to work for Camden and the Director of People and Inclusion will be available to advise members of the appropriate method for doing this during the process.
- 2.3. Camden Council challenges itself to achieve a representative workforce at all levels. As part of this challenge, Camden publishes a higher level of detail, analysis and comparison data than is standardly done within local authorities and openly publishes this, for example Gender, BME and Disability pay gap data. As a Timewise council all positions are open to applicants who wish to work part-time or on a flexible working arrangement unless there is a good business reason why this is not possible.
- 2.4. To ensure that the Chief Officer process is free from discrimination all those members who participate in recruitment panels will have received appropriate equalities and unconscious bias training.

3. Finance Comments of the Executive Director Corporate Services

Finance have been consulted on this appointment and the salary costs will be met from within existing budget provision.

4. Legal Comments of the Borough Solicitor

- 3.1 The Local Authorities (Standing Orders) (England) Regulations 2001 (the Regulations) set out the requirements for the appointment of senior staff and the relevant provisions of the Regulations are contained in the Officer Employment Procedure Rules, which are set out in Part 4, section 9 of the Council's Constitution. The procedure set out in this report complies with the Regulations.
- 3.2 The Council has the power to appoint such officers as it considers necessary for the proper discharge of the Council's functions by virtue of s. 112(1) of the Local Government Act 1972.
- 3.3 By s. 112(2) of the Local Government Act 1972 such an officer "shall hold office on such reasonable terms and conditions, including conditions as to remuneration, as the authority appointing him think fit".
- 3.4 The Accounts and Audit (Amendment No. 2) (England) Regulations 2009 which came into force on 31 March 2010 require all local authorities in their annual statement of accounts to publish details of remuneration for all senior employees earning in excess of £50,000 p.a. In the case of senior employees who earn in excess of £150,000 p.a. these employees will be required to be identified by name.
- 3.5 Local Government and Housing Act 1989 s7(1) stipulates that any appointment made by the Council must be on merit subject only to some exemptions concerning the council's equality duties. The Council should if challenged be able to demonstrate that the successful candidate was the best candidate by objective reference to both the application and the interviews.

5. Appendices

At Appendix 1 Members will find the job advert, and job description. Separately, and from HR, Members will have received the confidential candidate CV's, application forms and results from the Assessment Centre as applicable.

REPORT ENDS