

Council Meeting

13 September 2023

Time 5.45 pm **Public Meeting?** YES **Type of meeting** Full Council

Venue Council Chamber - Civic Centre, St Peter's Square, Wolverhampton WV1 1SH

Membership (Quorum for this meeting is 15 Councillors)

Mayor Cllr Dr Michael Hardacre (Lab)

Deputy Mayor Cllr Linda Leach (Lab)

Labour

Cllr Obaida Ahmed
Cllr Qaiser Azeem
Cllr Mary Bateman
Cllr Philip Bateman MBE
Cllr Ciaran Brackenridge
Cllr Greg Brackenridge
Cllr Paula Brookfield
Cllr Chris Burden
Cllr Alan Butt
Cllr Jenny Cockayne
Cllr Craig Collingswood
Cllr Jacqui Coogan
Cllr Lovinyer Daley
Cllr Claire Darke
Cllr Jasbinder Dehar

Cllr Steve Evans
Cllr Val Evans
Cllr Jane Francis
Cllr Bhupinder Gakhal
Cllr Sally Green
Cllr Celia Hibbert
Cllr Jeszemma Howl
Cllr Carol Hyatt
Cllr Jasbir Jaspal
Cllr Jaspreet Jaspal
Cllr Milkinderpal Jaspal
Cllr Rashpal Kaur
Cllr Lamina Lloyd
Cllr Asha Mattu
Cllr Barbara McGarrity QN

Cllr Louise Miles
Cllr Rohit Mistry
Cllr Anwen Muston
Cllr Rita Potter
Cllr John Reynolds
Cllr Susan Roberts MBE
Cllr Zee Russell
Cllr Stephen Simkins
Cllr Harbinder Singh
Cllr Tersaim Singh
Cllr Paul Sweet
Cllr Jacqueline Sweetman
Cllr Iqra Tahir
Cllr Gillian Wildman

Conservative

Cllr Paul Appleby
Cllr Simon Bennett
Cllr Jonathan Crofts
Cllr Wendy Dalton
Cllr Christopher Haynes
Cllr Stephanie Haynes
Cllr Sohail Khan
Cllr Bob Maddox
Cllr Andrew McNeil
Cllr Paul Singh
Cllr Udey Singh
Cllr Wendy Thompson
Cllr Ellis Turrell

Information for the Public

If you have any queries about this meeting, please contact the Democratic Services team:

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Wolverhampton WV1 1RL

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Agenda

Item No. *Title*

MEETING BUSINESS ITEMS

- 1 **Apologies for absence**
- 2 **Declarations of interest**
- 3 **Minutes of previous meeting** (Pages 5 - 14)

DECISION ITEMS

- 4 **Election of the Leader of the Council**
[To elect a Leader of the Council]
- 5 **Director of Children's Services Appointment** (Pages 15 - 22)
[To endorse the 12 month secondment appointment for the Director of Childrens post]

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CITY OF WOLVERHAMPTON COUNCIL	Meeting of the Council Minutes - 19 July 2023
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Attendance

Mayor Cllr Dr Michael Hardacre (Lab)
Deputy Mayor Cllr Linda Leach (Lab)

Labour

Cllr Qaiser Azeem	Cllr Val Evans	Cllr Barbara McGarrity QN
Cllr Mary Bateman	Cllr Jane Francis	Cllr Louise Miles
Cllr Philip Bateman MBE	Cllr Bhupinder Gakhal	Cllr Rohit Mistry
Cllr Ciaran Brackenridge	Cllr Sally Green	Cllr Anwen Muston
Cllr Greg Brackenridge	Cllr Celia Hibbert	Cllr Rita Potter
Cllr Chris Burden	Cllr Jeszemma Howl	Cllr John Reynolds
Cllr Alan Butt	Cllr Carol Hyatt	Cllr Susan Roberts MBE
Cllr Jenny Cockayne	Cllr Jasbir Jaspal	Cllr Zee Russell
Cllr Craig Collingswood	Cllr Jaspreet Jaspal	Cllr Stephen Simkins
Cllr Jacqui Coogan	Cllr Milkinderpal Jaspal	Cllr Harbinder Singh
Cllr Lovinyer Daley	Cllr Rashpal Kaur	Cllr Tersaim Singh
Cllr Claire Darke	Cllr Lamina Lloyd	Cllr Jacqueline Sweetman
Cllr Jasbinder Dehar	Cllr Asha Mattu	Cllr Gillian Wildman
Cllr Steve Evans		

Conservative

Cllr Jonathan Crofts	Cllr Andrew McNeil
Cllr Wendy Dalton	Cllr Paul Singh
Cllr Christopher Haynes	Cllr Udey Singh
Cllr Stephanie Haynes	Cllr Wendy Thompson
Cllr Sohail Khan	Cllr Ellis Turrell

Employees

Tim Johnson	Chief Executive
David Pattison	Chief Operating Officer
Emma Bennett	Executive Director of Families
Claire Nye	Director of Finance
John Roseblade	Director of Resident Services
Becky Wilkinson	Director of Adult Social Services

The proceedings opened with Prayers

Item No. *Title*

1 Apologies for absence

Apologies for absence were received from Councillor Paul Appleby, Councillor Obaida Ahmed, Councillor Simon Bennett, Councillor Paula Brookfield, Councillor Bob Maddox, Councillor Paul Sweet and Councillor Iqra Tahir.

2 Declarations of interest

There were no declarations of interest made.

3 Minutes of previous meeting

The Mayor proposed, the Deputy Mayor seconded, and it was resolved:

That the minutes of the previous meeting, held on 17 May 2023, be agreed as a correct record and signed accordingly by the Mayor.

4 i11 - Investing in the City's Workspace Offer

The Acting Leader of the Council, Councillor Stephen Simkins, presented the report on i11 - Investing in the City's Workspace Offer for approval.

The report detailed a proposal to enter into a 10 year lease with IWG or IWG Franchise on a profit sharing arrangement whereby the Council are to receive a share of the net profits following deduction of a platform fee and all outgoings, subject to further due diligence.

The report sought approval for a capped capital investment to meet the fit out costs to convert the i11 building to the IWG 'Spaces' brand standard for dedicated Serviced Office occupancy.

A corresponding private report detailing confidential financial matters was also submitted for consideration.

The Acting Leader of the Council, Councillor Stephen Simkins proposed the recommendations and the Cabinet Member for Environment and Climate Change, Councillor Craig Collingswood seconded the recommendations.

The report was debated by Council. Councillor Stephen Simkins replied to the debate.

Resolved:

1. That the creation of a capital budget for the refurbishment and fit out works of i11 be approved.
2. That authority be delegated to the Cabinet Member for Resources and Digital and Cabinet Member for Governance and Equalities in consultation with the Director of Finance and Deputy Director of Assets to finalise the capital fit out works and associated budget.

5 **Bilston Asset Transformation Programme - Bilston Health and Wellbeing Facility**

The Acting Leader of the Council, Councillor Stephen Simkins, presented the report on Bilston Asset Transformation Programme - Bilston Health and Wellbeing Facility for approval.

The report detailed the need and provision of a modern integrated health and wellbeing campus in Bilston. The proposal provided a new fit for purpose building to meet future proofed Council services, healthcare and community needs and asset improvements to the existing Bert Williams Leisure Centre and associated public realm. The project forms part of the wider Bilston Asset Transformation Programme and accords with the Council's Strategic Asset Plan to optimise, rationalise and consolidate council assets to release Brownfield sites for the provision of housing and community facilities.

The report also sought approval for the required budgets for the additional Bilston Market redevelopment project funding and Bilston Public Realm Improvement scheme. These projects were presented to the Cabinet (Resources) Panel on 14 December 2022 in the Levelling Up Fund Round 2 Bids Update report.

A corresponding private report detailing confidential financial matters was also submitted for consideration.

The Acting Leader of the Council, Councillor Stephen Simkins proposed the recommendation and Councillor Susan Roberts seconded the recommendation.

The report was debated by Council. Councillor Stephen Simkins replied to the debate.

Resolved:

That the Bilston Health and Wellbeing Facility project and appropriate capital budgets funded through grant and prudential borrowing as detailed within the report be approved.

6 **Capital Budget Outturn 2022-2023 including Quarter One Capital Budget Monitoring 2023-2024**

The Acting Leader of the Council, Councillor Stephen Simkins, presented the report on Capital Budget Outturn 2022-2023 including Quarter One Capital Budget Monitoring 2023-2024 for approval.

The report provided Council with an update on the outturn position for 2022-2023 and update on the 2023-2024 financial performance of the General Fund and Housing Revenue Account (HRA) capital programmes whilst also providing a revised forecast for 2023-2024 to 2027-2028, as at quarter one of 2023-2024.

The report recommended revisions to the current approved capital programmes covering the period 2023-2024 to 2027-2028.

The Acting Leader of the Council, Councillor Stephen Simkins proposed the recommendations and the Cabinet Member for Jobs and Skills, Councillor Louise Miles seconded the recommendations.

The report was debated by Council. Councillor Stephen Simkins replied to the debate.

Resolved:

1. That the revised, medium term General Fund capital programme of £405.7 million, an increase of £10.8 million from the previously approved programme, and the change in associated resources be approved.
2. That the revised, medium term Housing Revenue Account (HRA) capital programme of £601.1 million, a net increase of £1.2 million from the previously approved programme, and the change in associated resources be approved.

7 Treasury Management - Annual Report 2022-2023 and Activity Monitoring Quarter One 2023-2024

The Acting Leader of the Council, Councillor Stephen Simkins, presented the report on Treasury Management - Annual Report 2022-2023 and Activity Monitoring Quarter One 2023-2024 for approval.

The report provided Council with the results of treasury management activities carried out in 2022- 2023, together with performance against the Prudential Indicators previously approved by Council.

The report also provided a monitoring and progress report on treasury management activity for the first quarter of 2023-2024, in line with the Prudential Indicators approved by Council in March 2023.

The Acting Leader of the Council, Councillor Stephen Simkins proposed the recommendations and the Cabinet Member for Jobs and Skills, Councillor Louise Miles seconded the recommendations.

Resolved:

1. That it be noted, the Council operated within the overall approved Prudential and Treasury Management Indicators, and also within the requirements set out in the Council's Treasury Management Policy Statement during 2022-2023.
2. That it be noted, a revenue underspend of £3.6 million for the General Fund and a revenue overspend of £699,000 for the Housing Revenue Account (HRA) were generated from treasury management activities in 2022-2023.
3. That it be noted, the General Fund and HRA treasury management activities for 2023-2024 were currently forecast to be within budget. This would continue to be monitored and updates provided in future reports.

8 **Wolverhampton's Youth Justice Plan 2023-2024**

The Cabinet Member for Children, Young People and Education, Councillor Chris Burden presented a report on Wolverhampton's Youth Justice Plan 2023-2024 for approval.

The report detailed the plan relating to the work of the Youth Offending Team (YOT) that was overseen by the partnership YOT Management Board (YMB). The work of this plan is regularly reviewed by the YOT Management Board, which comprises of membership from the City of Wolverhampton Council, West Midlands Police, The Royal Wolverhampton Hospital Trust, Recovery Near You (substance misuse service), National Probation Service, Housing, Public Health, Clinical Commissioning Group, Black Country Healthcare NHS Foundation Trust, the Chair of the Black Country Youth Court Bench and the voluntary sector.

The report detailed performance against three overarching national indicators on which performance is measured; the number of first-time entrants into the youth justice system, the number of young people who reoffend after their first offence and the number of young people who receive a custodial sentence as opposed to a community sentence.

The Cabinet Member for Children, Young People and Education, Councillor Chris Burden proposed the recommendation and Councillor Mary Bateman seconded the recommendation.

The report was debated by Council. Councillor Chris Burden responded to the debate.

Resolved:

That the adoption of the Wolverhampton Youth Justice Plan 2023-2024 be approved.

9 **In Year Appointments for the 2023-2024 Municipal Year**

The Acting Leader of the Council, Councillor Stephen Simkins, presented the report on In Year Appointments for the 2023-2024 Municipal Year for approval.

The report detailed changes to in year appointments for the 2023- 2024 municipal year.

The Acting Leader of the Council, Councillor Stephen Simkins proposed the recommendations. Councillor Milkinder Jaspal seconded the recommendations and moved the following amendments:

- Approve the appointment of Councillor Harbinder Singh (nominated substitute) to the West Midlands Combined Authority, Transport Delivery Overview & Scrutiny Committee for the remainder of the Municipal year 2023/2024.
- Approve the appointment of the Cabinet Member for Environment and Climate Change to the Linked Bodies Shareholder Board for the remainder of the Municipal year 2023/2024.

Councillor Rita Potter seconded the amendment to the report.

Resolved:

1. That the appointment of Councillor Simon Bennett to the Planning Committee for the remainder of the Municipal year 2023/2024 be approved.
2. The appointment of Councillor Sally Green to the Statutory Licensing Committee and Regulatory Committee for the remainder of the Municipal year 2023/2024 be approved.
3. That the appointment of Councillor Barbara McGarrity QN as Vice Chair to Corporate Parenting Board for the remainder of the Municipal year 2023/2024 be approved.
4. That the removal of Councillor Linda Leach from the Resources and Equality Scrutiny Panel for the remainder of the Municipal year 2023/2024 be approved.
5. That the appointment of Councillor Celia Hibbert to the Resources and Equality Scrutiny Panel for the remainder of the Municipal year 2023/2024 be approved.
6. That the removal of Councillor Sally Green from the Economy & Growth Scrutiny Panel for the remainder of the Municipal year 2023/2024 be approved.
7. That the appointment of Councillor Qaiser Azeem to the Economy & Growth Scrutiny Panel for the remainder of the Municipal year 2023/2024 be approved.
8. That the removal of Councillor Anwen Muston from the Climate Change Advisory Group for the remainder of the Municipal year 2023/2024 be approved.
9. That the appointment of Councillor Linda Leach to the Climate Change Advisory Group for the remainder of the Municipal year 2023/2024 be approved.
10. That the removal of Councillor Celia Hibbert from the Adults Scrutiny Panel for the remainder of the Municipal year 2023/2024 be approved.
11. That the appointment of Councillor Rohit Mistry from the Adults Scrutiny Panel for the remainder of the Municipal year 2023/2024 be approved.
12. That the appointment of Councillor Tersaim Singh and Councillor Harbinder Singh (nominated substitutes) to the West Midlands Combined Authority, Transport Delivery Overview & Scrutiny Committee be approved.
13. That the appointment of Councillor Carol Hyatt to the Wolverhampton Cycle Forum for the remainder of the Municipal year 2023/2024 be approved.
14. That the appointment of Jaipal Uppal from Wolverhampton Youth Council to the Children and Young People Scrutiny Panel for the remainder of the Municipal year 2023/2024 be approved.
15. That the appointment of the Cabinet Member for Environment and Climate Change to the Linked Bodies Shareholder Board for the remainder of the Municipal year 2023/2024 be approved.

10

Mayor's Communications and Tributes to Leader

1. Mayoral Engagements

The Mayor reported that Ian Brookfield was a former Mayor of this city and understood the importance of this role and what a force for good it could be in terms of celebrating our diverse communities and raising money for worthy causes. The example he set in carrying out his Mayoral duties is one that has inspired many of us who have worn the chains of office since.

Since becoming Mayor in May, the Mayoress and Mayor had completed 77 engagements which have been incredibly varied ranging from Wolves Pride to Windrush Day and the opening of new businesses to congratulating the city's latest cohort of newly qualified teachers.

2. Armed Forces Day

The Mayor thanked everyone who attended Armed Forces Day in West Park last month and thanked everyone who contributed to the Mayoral charity tombola raising money for The Haven, Wings & Paws and Give us a Break. A total of £408 was raised.

3. Reverend Wright

The Mayor reported he had had the pleasure earlier this month to host a surprise reception for the Prebendary Rev David Wright, Rector of Wolverhampton, who was leaving his post after 14 years to take up a new role as Superintendent of St Paul's Cathedral in Valetta, Malta. David had worked extremely closely with the local authority and the Mayor thanked him for all that he has done over the years and wished him well in his new role.

4. South Asian Heritage Month

The Mayor reported South Asian Heritage Month began on Tuesday 18 July and runs until 17th August and aims to celebrate, commemorate and educate about all aspects of South Asian history and culture. The theme this year is 'Stories to Tell'. The Mayor was thrilled to be working with the Equalities, Diversity and Inclusion Team to host the closing event on 16th August.

5. Best Foot Forward

The Mayor reported, the Mayoress and Emily, the Mayoral Dog, were honoured to attend and take part in the Rotary Club of the City of Wolverhampton's Best Foot Forward sponsored walk on 1st July held at WV Active Aldersley. The event this year was to raise money for Wolverhampton Coronary After Care Group, The Haven and the Rotary Foundation. The amount raised will be revealed at a cheque presentation evening on 24th August.

6. Tributes to the Leader

The Council watched a commemorative video for the late Leader of the Council, Councillor Ian Brookfield.

The Mayor, Deputy Mayor and Councillors Steve Evans, Bhupinder Gakhal, Louise Miles, Anwen Muston, Qaiser Azeem, Zee Russell, Jacqui Sweetman, Sue Roberts, Chris Burden, Phil Bateman, Alan Butt, Paul Singh, Wendy Thompson and Stephen Simkins paid tributes to the Leader of the Council, Councillor Ian Brookfield.

In paying tribute to Councillor Ian Brookfield, members referred to when he was first elected to the Council in 1995 – 2007 and then re-elected in 2012 representing Bushbury South and Low Hill. He had taken on numerous roles whilst a councillor and had also been lead member for Resources previously. He was the Mayor of the City of Wolverhampton in 2015-2016 and was elected Leader of the Council in 2019.

He was described as a proud and committed Leader of the city, relentlessly dedicated to serving the people of Wolverhampton until the end.

He would be remembered for leading the Council during the coronavirus crisis. The Council was recognised nationally for distributing food parcels to vulnerable residents with Councillor Ian Brookfield also undertaking shifts as a delivery driver.

All who met him would remember him with great affection and a deep appreciation for his years of public service to the city he loved and had moved to from Liverpool.

He had put the children and young people at the forefront of council policies, by ensuring no child went hungry, supporting initiatives that provided activities during school holidays, and supported young people into work via the Wolves at Work initiative.

In paying tribute to Councillor Ian Brookfield members referred to him politically to his work as a local councillor, to his political work locally, regionally and nationally, as a friend and as the Leader of the Council where he used his personal and people skills to manage the Labour Group.

Members referred to the huge loss of his potential for the future.

Members joined the Mayor in extending their condolences to Ian's wife Councillor Paula Brookfield and family at this difficult time.

The Council applauded in tribute to the late Leader, Councillor Ian Brookfield.

11 **Exclusion of press and public**

Resolved:

That in accordance with Section 100A(4) of the Local Government Act 1972 the press and public be excluded from the meeting for the following items of business as they involve the likely disclosure of exempt information relating to the financial or business affairs of any particular person (including the authority holding that information).

12 **i11 - Investing in the City's Workspace Offer**

The Acting Leader of the Council, Councillor Stephen Simkins, presented the report on i11 - Investing in the City's Workspace Offer for approval. The report was exempt as it contained information relating to the financial or business affairs of any particular person (including the authority holding that information).

The Acting Leader of the Council, Councillor Stephen Simkins proposed the recommendations and the Cabinet Member for Environment and Climate Change, Councillor Craig Collingswood seconded the recommendations.

Resolved:

1. That the creation of a capital budget for the refurbishment and fit out works of i11 be approved.
2. That authority be delegated to the Cabinet Member for Resources and Digital and Cabinet Member for Governance and Equalities in consultation with the Director of Finance and Deputy Director of Assets to finalise the capital fit out works and associated budget.

13 **Bilston Asset Transformation Programme - Bilston Health and Wellbeing Facility**

The Acting Leader of the Council, Councillor Stephen Simkins, presented the report on Bilston Asset Transformation Programme - Bilston Health and Wellbeing Facility for approval.

The report was exempt as it contained information relating to the financial or business affairs of any particular person (including the authority holding that information).

The Acting Leader of the Council, Councillor Stephen Simkins proposed the recommendation and Councillor Susan Roberts seconded the recommendation.

Resolved:

That the Bilston Health and Wellbeing Facility project and appropriate capital budgets funded through grant and prudential borrowing as detailed within the report be approved.

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CITY OF WOLVERHAMPTON COUNCIL	Meeting of the City Council 13 September 2023
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Report title	Director of Children's Services Appointment	
Referring body	Cabinet – 6 September 2023	
Councillor to present report	Councillor Stephen Simkins	
Wards affected	All Wards	
Cabinet Member with lead responsibility	Councillor Stephen Simkins, Acting Leader of the Council	
Accountable director	Tim Johnson, Chief Executive	
Originating service	Chief Executive	
Accountable employee	Tim Johnson	Chief Executive
	Tel	01902 554500
	Email	tim.johnson@wolverhampton.gov.uk
Report to be/has been considered by	Special Appointments Committee	17 August 2023
	Cabinet	6 September 2023

Recommendation for decision:

The Council is recommended to:

1. Endorse the 12 months secondment appointment for the Director of Children's post with effect from 7 September 2023, as per the recommendation of the Special Appointments Committee held on 17 August 2023.

1.0 Purpose

- 1.1 To recommend to Full Council the 12 month secondment appointment of the Director of Children's Services post with effect from 7 September 2023, as per the Special Appointments Committee held on 17 August 2023.

2.0 Background

- 2.1 On 6 September 2023, Cabinet are to consider a report on Director of Children's Services Appointment.
- 2.2 Cabinet has been recommended to recommend that Council:
 1. Endorse the 12 months secondment appointment for the Director of Children's post with effect from 7 September 2023, as per the recommendation of the Special Appointments Committee held on 17 August 2023.

3.0 Financial implications

- 3.1 The financial implications are detailed in the Cabinet report of 6 September 2023.

4.0 Legal implications

- 4.1 The legal implications are detailed in the Cabinet report of 6 September 2023.

5.0 Equalities implications

- 5.1 The equalities implications are detailed in the Cabinet report of 6 September 2023.

6.0 All other implications

- 6.1 All other implications are detailed in the Cabinet report of 6 September 2023.

7.0 Schedule of background papers

- 7.1 Director of Children's Services Appointment, Cabinet, 6 September 2023.

CITY OF WOLVERHAMPTON COUNCIL	Cabinet 6 September 2023
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Report title	Director of Children's Services Appointment	
Decision designation	RED	
Cabinet member with lead responsibility	Councillor Stephen Simkins Acting Leader of the Council	
Key decision	Yes	
In forward plan	Yes	
Wards affected	All Wards	
Accountable director	Tim Johnson, Chief Executive	
Originating service	Chief Executive	
Accountable employee	Tim Johnson	Chief Executive
	Tel	01902 554500
	Email	tim.johnson@wolverhampton.gov.uk
Report to be/has been considered by	Special Appointments Committee	17 August 2023

Recommendations for decision:

The Cabinet is recommended to recommend that Council:

1. Endorse the 12 month secondment appointment for the Director of Childrens post with effect from 7 September 2023, as per the recommendation of the Special Appointments Committee held on 17 August 2023.

Recommendations for noting:

Cabinet are asked to note that:

1. The Director of Childrens & Adults Services post has been redesignated to the Director of Children's Services with effect from July 2023.
2. The Director of Children's Services appointment was subject to a Special Appointments Committee on the 17 August 2023 as per the Constitution.

3. The Director of Children's Services post has the statutory responsibility for the Director of Children's Services (DCS) function.
4. The Director of Children's Services also has responsibility for the following areas:
 - a. Children's Social Care Services
 - b. Education Services
 - c. Multi Agency Safeguarding Hub 24
 - d. Children's Transformation
5. As a consequence of this appointment backfill arrangements are being made for the Deputy Director of Children's Social Care vacancy – this will also be a 12 month secondment opportunity.
6. The Director of Adults Service post will be redesignated to the Director of Adults Social Care.
7. The Pay Policy statement will be updated to incorporate the Director of Children's Services appointment and subject to Cabinet approval.
8. The outcome of an independent pay review will be presented to Cabinet once completed in autumn 2023, ensuring we are a competitive employer responding to local and national recruitment and retention challenges.

1.0 Purpose

- 1.1. The report seeks endorsement from Cabinet to recommend to Full Council the 12 month secondment appointment of the Director of Children's Services post with effect from 7 September 2023, as per the Special Appointments Committee held on 17 August 2023.
- 1.2. The report recommends that Cabinet note the redesignation of the Director of Children's and Adult Services post to the Director of Children's Services and note the services and statutory function (DCS) the Director of Children's Services has responsibility for.
- 1.3. The report notes that the Director of Adults Service post will be redesignated to the Director of Adults Social Care.
- 1.4. The report also provides an update on the backfill arrangements for the Deputy Director of Children's Social Care post, which is vacant post as a consequence of the Director of Children's Services appointment.
- 1.5. The report notes that in response to local and national recruitment and retention challenges a review of pay will be carried out independently as per our Pay Policy and reported back upon completion to ensure we are competitive, attracting and retaining the best possible talent to deliver for our ambitious city.
- 1.6. This report also confirms that the Council's Pay Policy statement will also be updated in due course to incorporate the Director of Children's Services appointment, the revised Pay Policy statement will be subject to Cabinet approval.

2.0 Background and Proposals

- 2.1 Following a more detailed review (Our Future Senior Leadership - Phase 1) the Executive Director of Families post was created (approved at Cabinet: 7 July 2021), assuming responsibility for Adults and Childrens Services.
- 2.2 At that time the Director of Childrens & Adults post remained vacant. On 21 February 2022 an appointment was made to the vacant Director of Adult Services post which was subject to a Special Appointments Committee.
- 2.3 A further opportunity arose for the Chief Executive and the Strategic Executive Board (SEB) to review services and where they were positioned within the structure when the current postholder for the Executive Director of Families submitted a resignation to leave the Council – with a leave date of 8 October 2023.
- 2.4 Following this review, it was agreed that the former Director of Children's & Adults vacant post be redesignated to Director of Children's Services holding the statutory DCS function.
- 2.5 The Director of Children's Services will have line management responsibility for the Deputy Director of Education and Deputy Director of Children's Social Care.

- 2.6 The Director of Children’s Services also has responsibility for the following areas:
- a) Children’s Social Care Services
 - b) Education Services
 - c) Multi Agency Safeguarding Hub 24
 - d) Children’s Transformation
- 2.7 The Deputy Chief Executive will have strategic oversight and responsibility for the Families theme and therefore line management responsibility for the Director of Public Health, Director of Children’s Services and Director of Adult Social Care posts.
- 2.8 True to our commitment to ‘growing our own’ talent it was agreed that a secondment opportunity would be available from September 2023 for a period of 12 months to cover the Director of Children’s Services vacancy, with the secondment opportunity being subject to a Special Appointments Committee.
- 2.9 A Special Appointments Committee, established in line with the Council’s constitution, was held on 17 August 2023, where an offer of a secondment appointment for 12 months was made – to be endorsed by Cabinet’s recommendation to Full Council on 13 September 2023.
- 2.10 As a consequence of the Director of Children’s Services appointment, the vacant Deputy Director of Children’s Social Care post will be advertised as a 12 month secondment opportunity in September to ensure there is a smooth transition of responsibilities.
- 2.11 The job title for the Director of Adults Services has been redesignated to the Director of Adults Social Care, providing further clarity of the role responsibilities.
- 2.12 The Council’s Pay Policy statement will also be updated to incorporate the Director of Children’s Services appointment, this will also be subject to Cabinet approval.
- 2.13 In response to local and national recruitment and retention challenges and in line with our Pay Policy a review of pay will be carried out independently. This is good practice and provides us with assurance that we are an employer of choice – remaining competitive, attracting and retaining the best possible people to deliver for our ambitious city.
- 2.14 The independent pay review is anticipated to be completed in Autumn 2023 and its findings and recommendations presented for consideration.

3.0 Evaluation of alternative options

- 3.1 The secondment opportunity for 12 months not only supports our commitment to ‘growing our own’ talent but also allows the Chief Executive and Strategic Executive Board time to review the impact and review future alternative structural arrangements.

3.2 This appointment will ensure the smooth transition of responsibilities for a statutory function, minimising risk and providing assurance that we will continue to deliver for our families in our city.

3.3 The development of any further proposals will include consultation with senior management.

4.0 Reasons for decision

4.1 The recommendations in this report are designed to strengthen the Council's Senior Management Structure and ensure continuity for a statutory function.

5.0 Financial implications

5.1 The proposed changes as outlined in the recommendations of this report will be met from existing budgets.

5.2 The cost of the Director of Children's Services post will be met from the existing budgets held the Executive Director of Families post who will be leaving on 8 October 2023.

5.3 There are no additional financial implications of redesignating the Director of Adult Services to the Director of Adult Social Care.
[AS/29082023/O]

6.0 Legal implications

6.1 These proposals satisfy all relevant legislative requirements and comply with the Council's Constitution.
[DP/22082023/A].

7.0 Equalities implications

7.1 The Special Appointments Committee was representative in terms of race and gender and have completed unconscious bias training. A representative from an Employee Equality forum was also a member of the Special Appointments Committee.

8.0 All other implications

8.1 There are no direct climate change and environmental implications arising from this report, the post holder will have due regard to climate change and environmental implications whilst carrying out the role.

8.2 There are no direct health and wellbeing implications arising from this report. Health and wellbeing remains a key priority for the Council.

8.3 The human resources implications will be dealt with in line the Council's policies.

8.4 Any further restructuring, if required, will be undertaken in accordance with the City of Wolverhampton Council's Restructure Policy and Procedures, including consultation with the trade unions.

9.0 Schedule of background papers

9.1 None.