

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
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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.