

Meeting of the City Council

21 July 2021

Report title	Our Future Senior Leadership (Phase 1)	
Referring body	Cabinet - 7 July 2021	
Councillor to present report	Councillor Ian Brookfield	
Wards affected	All Wards	
Cabinet Member with lead responsibility	Councillor Ian Brookfield Leader of the Council	
Accountable director	Tim Johnson, Chief Executive	
Originating service	Chief Executive	
Accountable employee	Mark Taylor Tel Email	Deputy Chief Executive 01902 554500 Mark.Taylor@wolverhampton.gov.uk
Report to be/has been considered by	Executive Team Cabinet	21 June 2021 7 July 2021

Recommendations for decision:

The Council is recommended to approve:

1. The establishment of an Executive Director of Families post subject to appointment by a Special Appointments Committee.
2. The establishment of a Chief Operating Officer post subject to appointment by a Special Appointments Committee.
3. A Special Appointments Committee for the appointment of an Executive Director of Families.
4. A Special Appointments Committee for the appointment of a Chief Operating Officer.
5. That the Special Appointment Committees approved within this report have delegated authority to endorse both appointments on behalf of Council.
6. That a nominated chair of an employee equality forum also be included on the Special Appointment Committee panels as an observer to further embed our absolute commitment to equalities and diversity.

7. The revision to the Senior Management Pay structure to support the introduction of new senior management posts; Chief Operating Officer and Executive Director of Families.
8. The financial implications of delivering our future senior leadership would be considered as a whole, taking account of both phases one and two. By the end of phase two there would have been a reduction in headcount, and as a minimum the revised structure would be cost neutral.

1.0 Purpose

- 1.1 The purpose of this report is to propose changes to the way in which the senior management team are strategically aligned, maximising the council's ability to respond to its operating environment in terms of both financial constraints and priorities as set through the City's Vision 2030, Council's Corporate Plan and Relighting our City programme.
- 1.2 The report seeks approval for phase 1 revisions to the senior management structure of the Council.
- 1.3 The Chief Executive, alongside the Deputy Chief Executive have undertaken a thorough review of the current Senior Management Structure.

2.0 Background

- 2.1 On 7 July 2021 Cabinet considered a report on Our Future Senior Leadership (Phase 1).
- 2.2 Copies of the report have been supplied to Councillors and can also be accessed online on the Council's website [here](#).
- 2.3 Cabinet recommended to Council that it approves:
 1. The establishment of an Executive Director of Families post subject to appointment by a Special Appointments Committee.
 2. The establishment of a Chief Operating Officer post subject to appointment by a Special Appointments Committee.
 3. A Special Appointments Committee for the appointment of an Executive Director of Families.
 4. A Special Appointments Committee for the appointment of a Chief Operating Officer.
 5. That the Special Appointment Committees approved within this report have delegated authority to endorse both appointments on behalf of Council.
 6. That a nominated chair of an employee equality forum also be included on the Special Appointment Committee panels as an observer to further embed our absolute commitment to equalities and diversity.
 7. The revision to the Senior Management Pay structure to support the introduction of new senior management posts; Chief Operating Officer and Executive Director of Families.
 8. The financial implications of delivering our future senior leadership would be considered as a whole, taking account of both phases one and two. By the end of phase two there would have been a reduction in headcount, and as a minimum the revised structure would be cost neutral.

3.0 Financial implications

3.1 The financial implications are detailed in the Cabinet report of 7 July 2021.

4.0 Legal implications

4.1 The legal implications are detailed in the Cabinet report of 7 July 2021.

5.0 Equalities implications

5.1 The equalities implications are detailed in the Cabinet report of 7 July 2021.

6.0 All other Implications

6.1 All other implications are detailed in the Cabinet report of 7 July 2021.

7.0 Schedule of background papers

7.1 Cabinet report of 7 July 2021 - [Our Future Senior Leadership \(Phase 1\)](#).