

Minutes of a meeting of the Appointments Panel (Strategic Director Children's Services) held on Tuesday, 18 December 2018 at City Hall, Bradford

Commenced 1.05 pm
Concluded 1.35 pm

Present – Councillors

CONSERVATIVE D Smith	LABOUR Hinchcliffe I Khan
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1. APPOINTMENT OF CHAIR

Resolved –

That Councillor Hinchcliffe be appointed Chair for the duration of this appointments process.

Councillor Hinchcliffe in the Chair

2. DISCLOSURES OF INTEREST

No disclosures of interest in matters under consideration were received.

3. INSPECTION OF REPORTS AND BACKGROUND PAPERS

There were no appeals submitted by the public to review decisions to restrict documents

4. **APPOINTMENT PROCESS TO THE POSITION OF STRATEGIC DIRECTOR CHILDREN'S SERVICES**

The Chief Executive submitted a report (**Document "A"**) which asked Members to consider, in accordance with the Council's Officer Employment Procedure Rules, the elements required for the search, assessment and appointment process for the recruitment to the position of Strategic Director Children's Services.

The Human Resources Manager (Corporate) stated that at the meeting of the Staffing Committee in November, Members determined that the vacant position of the Strategic Director Children's Services should be filled and that Council at its meeting in December approved the salary package for the post.

Imminently a search and selection consultant would be appointed, and Members were asked to give their views on the elements of the recruitment process and the job specification, which had been circulated in advance of the meeting.

During the discussion Members made the following suggestions, additions and comments on the recruitment process and job specification:

- That the prospective candidates as well as having an oversight on Children's Social Care, following the OFSTED judgement also had to demonstrate an understanding and knowledge of the employment and skills element of Children's Services, as this was an important component of the job.
- That the education/qualifications element of the job specification be amended accordingly.
- How the prospective candidates will work with the Regional Schools Commissioner should also be included.
- That the prospective candidates should demonstrate experience in the Special Educational Needs and Disability area, given the growing impetus in this area.
- In relation to the Stakeholder Panels, Members suggested that the Stakeholder Panels should include a Young People's Panel; Agency Panels (to include CCGs, Social Care, Health Sector, Colleges, University and the Police) and there should also be a Head teacher Panel.

The Human Resources Manager (Corporate) confirmed that a revised job specification would be circulated to Members which will incorporate the comments and suggestions made, and that Members will also be contacted in due course regarding dates for the shortlisting and interview stages of the appointments process.

Resolved –

- (1) That the Appointment Panel agrees the elements required for the recruitment process to the post of Strategic Director Children’s Services as briefly outlined in Section 2.4 to Document “A” as amended.**
- (2) That the Appointment Panel delegates to the Chief Executive in consultation with the chair of the Appointment Panel, the responsibility to liaise directly with the search and selection consultant, stakeholder participants and technical advisors if involved to ensure an effective and efficient recruitment process.**

ACTION: Human Resources Director

Chair

Note: These minutes are subject to approval as a correct record at the next meeting of the Appointment Panel.

THESE MINUTES HAVE BEEN PRODUCED, WHEREVER POSSIBLE, ON RECYCLED PAPER