

Committee: Full Council

Date: 23rd April 2021

Wards: All

Subject: Chief Officer Recruitment

Lead officer: Ged Curran, Chief Executive

Lead member: Councillor Mark Allison, Leader of the Council and Chair of the Appointments Committee

Contact officer: Liz Hammond, Head of HR

Recommendations:

- A To note and approve the recruitment salary package of £96,840 to £101,193 per annum for the post of Assistant Director, Education and Early Help as required by the Council's pay policy statement.
-

1. Purpose of report and executive summary

- 1.1 The Council's pay policy statement requires that remuneration packages over £100k have approval of full council. This report seeks authority to recruit to an important post at a level above that amount.

2. Details

- 2.1 The post of Assistant Director, Education and Early Help has very recently become vacant since the successful internal appointment to the post of Director of Children, Schools & Families.
- 2.2 The new Director of Children, Schools & Families intends to recruit to this role on a permanent basis as soon as possible, while an interim will cover the post in the meantime.
- 2.3 The role is graded Management grade 5, for which the current salary ranges from spinal column point (scp) 16 with an annual salary of £96,840 to scp 17 with an annual salary of £101,193.
- 2.4 As the upper salary point is in excess of £100k, approval is sought to enable the flexibility to offer the upper salary point if an exceptional candidate is found during the recruitment process.
- 2.5 The required approval is in line with the requirements of the Council's pay policy statement.

3. Alternative options

- 3.1 To continue with the current interim arrangement.

4. Consultation undertaken or proposed

- 4.1 The appointment of the Assistant Director, Education and Early Help is an officer appointment.

5. Timetable

- 5.1 Recruitment to the post of Assistant Director, Education and Early Help will commence once approval to the salary package is received.

6. Financial, Resource and Property Implications

- 6.1 There is provision in the Children, Schools & Families budget to recruit to the Assistant Director, Education and Early Help role at the salary set out in this report.
- 6.2 The executive search agent's fee is to be agreed, once the supplier has been decided. Additional costs will be for advertising, technical assessor fee and psychometric assessment costs, which will be dependent on the number of shortlisted candidates and assessments will be used. These costs will be paid from CSF budgets.

7. Legal and statutory implications

- 7.1 The Council's pay policy statement requires that recruitment packages over £100k have approval of full council.

8. Human rights, equalities and community cohesion implications

- 8.1 The contents of this report are designed to ensure that the Council's processes are human rights and equalities compliant.

It is unlawful to discriminate on grounds of gender, race, disability, age, religion and belief and sexual orientation. This refers to both direct and indirect discrimination. In effect the process has to be evaluated against three tests (1) intention (2) method (3) effect. Where there is an **intention** to discriminate on any of the prohibited grounds, this would be unlawful. Where there is no such intention but the recruitment **methods** used are discriminatory, then the outcome may be open to challenge. Where the intention and method are sound but the **effect** is shown to have disproportionate effect on a particular category of applicant then the outcome may be open to challenge.

9. Crime and Disorder Implications

- 9.1 None

10. Risk management and health and safety implications

- 10.1 None

11. Appendices – the following documents are to be published with this report and form part of the report

- 11.1 None