

**OPEN - Report**

**NOT FOR PUBLICATION - Appendix 1**

By virtue of paragraph(s) 1 and 2 of Part 1 Schedule 1 of the Local Government Act 1972.

**Appointments Committee**

**2 August 2024**

**Recruitment and Selection for post of Executive Director  
Children's Services**

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**Report of: Rob Polkinghorne, Chief Executive**

**Report Reference No: AP/03/24-25**

**Ward(s) Affected: All**

**Purpose of Report**

- 1 To arrange for the recruitment and selection of a permanent Executive Director of Children's Services (DCS) and statutory post holder.

**Executive Summary**

- 2 This report is to commence the recruitment to the vacancy in the post of Executive Director Children's Services.
- 3 There is a need to recruit to this post on a permanent basis in a timely basis to support the delivery of a core service of the council.
- 4 The report seeks permission to appoint a recruitment partner and then delegate to the Chief Executive authority to select the appropriate agency, approve advertisement set timetables etc. to fulfil the requirement to recruit to this post.

## RECOMMENDATIONS

The Appointments Committee is recommended to:

1. Agree the appointment of a partner agency for the recruitment of the permanent Executive Director Children's Services.
2. Delegate to the Chief Executive all necessary recruitment steps to ensure that the Cheshire East Council has applications from suitably qualified and experienced candidates.

### Background

- 5 The post of Director of Children's Services was created under Section 18 Children's Act 2004. The purpose was to ensure a coherent provision of services for children, such as education, safeguarding and social care. The obligations of the role can be found in government guidance. [DFE stat guidance template \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)
- 6 The job description for this role is shown in Appendix 1.
- 7 The duties of the DCS revert to Chief Executive until there are delegated to another officer either interim or permanent.
- 8 The Appointments Committee on 25 July 2024, agreed to delegate the appointment of an interim Executive Director Children's Services (and DCS) to the Chief Executive. The interim recruitment is underway.
- 9 The permanent recruitment needs to commence as soon as possible to ensure that the service has support in and strategic oversight of the delivery of the action plan in response to the recent Ofsted inspection.
- 10 It is essential that the council has the support of an executive search recruitment partner to ensure the widest pool of suitably qualified and experienced candidates for the recruitment and selection process.
- 11 Delegation of the procedural arrangements to the Chief Executive will ensure that all aspects of the recruitment and selection process are in place for the Appointments Committee.
- 12 It is proposed the Appointment Committee receive an update on progress and timescale at the next meeting on 8 August 2024.

## **Consultation and Engagement**

13 Not applicable.

## **Reasons for Recommendations**

- 14 Cheshire East Council is required to have the statutory post of Director of Children's Services under the Children's Act 2004.
- 15 In accordance with the Constitution, the Appointments Committee is required to undertake the recruitment and selection process for Executive Director Children's Services (and DCS) in accordance with the Employment Procedure Rules.

## **Other Options Considered**

16 Not applicable.

## **Implications and Comments**

### *Monitoring Officer/Legal*

- 17 In line with Cheshire East Council's constitution, the appointment of the Executive Director Children's Services (and DCS) is responsibility of the Appointments Committee.

### *Section 151 Officer/Finance*

- 18 The salary cost for the Executive Director Children's Services (and DCS) can be managed within existing budgets, as can the required recruitment exercise.

### *Policy*

- 19 The recruitment to the post of Executive Director Children's Services (and DCS) is key to the Council's need to provide capacity and leadership within the Senior Management Team to meet the current fiscal challenges and to deliver its transformation programme.

### *Equality, Diversity and Inclusion*

- 20 There are no direct equality implications.
- 21 All equality considerations will be taken into account as part of the recruitment process for the Executive Director Children's Services (and DCS) recruitment process.

### *Human Resources*

- 22 Actions will be undertaken in accordance with the Constitution and appropriate HR policies and procedures.

*Rural Communities*

23 There are no direct implications for rural communities.

*Children and Young People including Cared for Children, care leavers and Children with special educational needs and disabilities (SEND)*

24 The recruitment and selection to the post of Executive Director Children's Services (and DCS) has direct implications and benefits for Children and Young People including Cared for Children, care leavers and Children with special educational needs and disabilities (Send).

*Public Health*

25 There are no direct implications for public health.

*Climate Change*

26 There are no direct implications for climate change.

<b>Access to Information</b>	
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Appendices:	Appendix 1 – Job description
Background Papers:	None