



Town Hall, Upper Street, London, N1 2UD

AGENDA FOR EMPLOYMENT AND APPOINTMENTS COMMITTEE

A meeting of the Employment and Appointments Committee will be held in on, **18 December 2024 at 9.00 am.**

Enquiries to : Emma Taylor
E-mail : democracy@islington.gov.uk
Despatched : 10 December 2024

Membership

Councillor Janet Burgess MBE
Councillor Una O'Halloran
Councillor Diarmaid Ward
Councillor Satnam Gill OBE
Councillor Jason Jackson

Membership is subject to agreement at the Council meeting on 12 December

Substitute Members

Councillor Santiago Bell-Bradford
Councillor Rowena Champion
Councillor Michelline Safi-Ngongo
Councillor Angelo Weekes
Councillor John Woolf
Councillor Jenny Kay
Councillor Troy Gallagher
Councillor Sheila Chapman
Councillor Flora Williamson

Quorum: is 3 Councillors

A.	Formal Matters	Page
1.	Apologies for absence	
2.	Declarations of Substitute Members	
3.	Declarations of Interest	
4.	Minutes of the last meeting	1 - 4
	Minutes of the previous meetings	
	- 19 November 2024	
	- 26 November 2024	
B.	Exclusion of Press and Public	
	<p>To consider whether, in view of the nature of the remaining items on the agenda, any of them are likely to involve the disclosure of exempt or confidential information within the terms of the Access to Information Procedure rules in the Constitution and, if so, whether to exclude the press and public during discussion thereof.</p>	
5.	Appointment of Director of Safeguarding and Family Support	5 - 8

The next meeting of the Employment and Appointments Committee will be on Date Not Specified

London Borough of Islington

Employment and Appointments Committee - 19 November 2024

Minutes of the meeting of the Employment and Appointments Committee held at on 19 November 2024 at 2.00 pm.

Present: **Councillors:** Burgess, O'Halloran, Williamson

Councillor Janet Burgess in the Chair

41 APOLOGIES FOR ABSENCE (Item 1)

Apologies received from Cllrs Chowdhury and Jackson.

42 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

None.

43 DECLARATIONS OF INTEREST (Item 3)

None.

44 RECRUITMENT OF CORPORATE DIRECTOR - HEALTH AND ADULT SOCIAL CARE (Item 4)

RESOLVED:

That the shortlist of candidates for the post of Corporate Director of Health and Adult Social Care be approved.

The meeting ended at 2.15 pm

CHAIR

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Employment and Appointments Committee - 26 November 2024

Minutes of the meeting of the Employment and Appointments Committee held at Committee Room 4, Town Hall, Upper Street, N1 2UD on 26 November 2024 at 9.00 am.

Present: **Councillors:** Burgess, O'Halloran, Woolf, Gallagher and Jackson

Councillor Janet Burgess MBE in the Chair

45 APOLOGIES FOR ABSENCE (Item 1)

Apologies were received from Councillor Chowdhury.

46 DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)

Councillor Troy Gallagher acted as substitute for Councillor Jilani Chowdhury.

47 DECLARATIONS OF INTEREST (Item 3)

There were no declarations of interest made at the meeting.

48 MINUTES OF THE PREVIOUS MEETINGS (Item 4)

RESOLVED:

That the minutes of the meetings held on 5 November and 6 November be agreed as an accurate record and the Chair be authorized to sign them.

49 APPOINTMENT OF CORPORATE DIRECTOR OF HOMES AND NEIGHBOURHOODS (Item 5)

The Committee interviewed candidates for the post of Corporate Director of Homes and Neighborhoods.

RESOLVED:

- (i) That Jed Young be appointed to the post of Corporate Director of Homes and Neighborhoods.
- (ii) That the salary range for the post be agreed;
- (iii) It be noted that the offer of employment is subject to the completion of the Executive notification procedure.

The meeting ended at 2.30 pm

CHAIR

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Meeting:	Employment and Appointments Committee
Meeting Date:	18 December 2024
Publication:	Part Exempt
Council Priority:	N/A
Wards:	All
Report of:	Director of Human Resources

THE APPENDIX TO THIS REPORT IS EXEMPT FROM PUBLICATION

Subject: Appointment of Director of Safeguarding and Family Support

1. Recommendations

The Committee are asked:

- 1.1. To appoint a candidate to the post of Director of Safeguarding and Family Support;
- 1.2. To note the advertised salary for the post and agree the final salary at which, or the parameters within which, the successful candidate should be offered the post;
- 1.3. To note that any offer of employment will be subject to the completion of the Executive Notification Procedure.

2. Report summary

- 2.1. This report sets out the process for appointing a candidate to the post of Director of Safeguarding and Family Support

3. Details

- 3.1. The Employment and Appointments Committee, at its meeting on 19 November 2024 agreed a shortlist of candidates to be interviewed for the post. The

Committee is invited to interview candidates for the role and make a decision on the appointment.

- 3.2. Following a decision by the Committee, a statutory process contained in the Officer Employment Procedure Rules in the Constitution will be followed. This procedure requires members of the Executive to be notified of the proposed appointment and given an opportunity to make an objection.

4. Other options considered and the reasons for recommending this proposal

- 4.1. The Committee is asked to evaluate the shortlisted applications set out in the Exempt Appendix, interview candidates, and agree an appointment to the role.

5. Key impacts and risks of the proposal

- 5.1. The appointment of a senior officer to the post will support the delivery of the council's missions and objectives.

6. Contribution to the Islington Together 2030 Plan

- 6.1. As a member of the Senior Leadership Team, the postholder will have a key role in supporting, enabling and monitoring the delivery of the Islington Together 2030 Plan.

7. Consultation and community engagement

- 7.1. This is not applicable due to being an internal process. Applicants will be interviewed by the Employment and Appointments Committee before any offer of employment is made.

8. Implications

8.1. Financial Implications

- 8.1.1. The salary for this post is included within existing budgets. The salary range for the post has been advertised as Grade CO2 £116,721 - £131,742.

8.2. Legal Implications

- 8.2.1. The recruitment process is being conducted in accordance with the Council's Constitution, Part 4 Procedure Rules – Officer Employment Rules.

8.3. Climate Change and Environmental Implications

- 8.3.1. None

8.4. **Equalities Impact Assessment**

- 8.4.1. The council must, in the exercise of its functions, have due regard to the need to eliminate discrimination, harassment and victimisation, and to advance equality of opportunity, and foster good relations, between those who share a relevant protected characteristic and those who do not share it (section 149 Equality Act 2010). The council has a duty to have due regard to the need to remove or minimise disadvantages, take steps to meet needs, in particular steps to take account of disabled persons' disabilities, and encourage people to participate in public life. The council must have due regard to the need to tackle prejudice and promote understanding.
- 8.4.2. An Equalities Impact Assessment Screening was completed, and a full Equalities Impact Assessment is not required in relation to this report, because the recruitment process has been undertaken in accordance with the Council's established procedures.

9. **Timetable for implementation**

- 9.1. The Committee is due to interview candidates on 26 November. Any offer of employment will be subject to the Executive Notification Procedure. A start date would be subject to discussion with the successful candidate.

Appendices:

- Exempt Appendix – applications for consideration

Background papers:

- None

Report approval:

Authorised by:

Corporate Director of Human Resources

Date: 10 December 2024

Responsible Officer: Emma Taylor, Senior Democratic Services Officer
Email: democracy@islington.gov.uk

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