

Resources Directorate  
7 Newington Barrow Way, London N7 7EP

Report of: Director of Human Resources

Meeting of: Personnel Sub-Committee

Date: 20 July 2023

Ward(s): N/A

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## Subject: Appointment of Director of Community Safety, Security and Resilience

### 1. Synopsis

- 1.1. The Personnel Sub-Committee is asked to interview candidates and make an appointment to the role of Director of Community Safety, Security and Resilience.

### 2. Recommendations

- 2.1. To appoint a candidate to the post of Director of Community Safety, Security and Resilience.
- 2.2. To note the advertised salary for the post and to agree the final salary at which, or the parameters within which, the successful candidate should be offered the post;
- 2.3. To note that the offer of employment will be subject to completion of the Executive notification procedure.

### 3. Background

- 3.1. Personnel Sub-Committee, at its meeting on 27 June 2023, agreed a shortlist of candidates to be interviewed for the post of Director of Community Safety, Security and Resilience. The Sub-Committee is invited to interview candidates for the role and make a decision on the appointment.

- 3.2. Following the decision by the Sub-Committee, a statutory process contained in Officer procedure Rule 100.6 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. Implications

### 4.1. **Financial Implications**

The salary for this post is included within existing budgets. The salary range for the post has been advertised as Grade CO2 (£113,874 to £125,685).

### 4.2. **Legal Implications**

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

### 4.3. **Environmental Implications and contribution to achieving a net zero carbon Islington by 2030**

None.

### 4.4. **Equalities Impact Assessment**

- 4.4.1. 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.

- 4.4.2. Following an initial review, it has been concluded that a full Equalities Impact Assessment is not required. The recruitment process has been undertaken in accordance with the Council's established procedures.

## 5. Conclusion and reasons for recommendations

- 5.1. The Sub-Committee is asked to appoint a candidate to the role following member interviews.

**Background papers:**

- None

**Final report clearance:**

Signed by:

Director of Human Resources

Date: 6 July 2023

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