

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