



Town Hall, Upper Street, London, N1 2UD

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**AGENDA FOR EMPLOYMENT AND APPOINTMENTS COMMITTEE**

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A meeting of the Employment and Appointments Committee will be held on, **26 November 2024 at 9.00 am.**

Enquiries to : Emma Taylor  
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Despatched : 18 November 2024

Membership

Councillor Janet Burgess MBE  
Councillor Diarmaid Ward  
Councillor Jilani Chowdhury  
Councillor Jason Jackson

Substitute Members

Councillor Santiago Bell-Bradford  
Councillor Rowena Champion  
Councillor Michelline Safi-Ngongo  
Councillor Una O'Halloran  
Councillor John Woolf  
Councillor Jenny Kay  
Councillor Troy Gallagher  
Councillor Sheila Chapman  
Councillor Flora Williamson

**Quorum: is 3 Councillors**

<b>A.</b>	<b>Formal Matters</b>	<b>Page</b>
1.	Apologies for absence	
2.	Declarations of Substitute Members	
3.	Declarations of Interest	
4.	Minutes of the previous meetings	1 - 6
	<ul style="list-style-type: none"><li>- Minutes of the meeting on the 5 November 2024</li><li>- Minutes of the meeting on the 6 November 2024 (11am)</li><li>- Minutes of the meeting on the 6 November 2024 (12:30pm)</li></ul>	

**B. Exclusion of Press and Public**

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.

5.	Appointment of Corporate Director of Homes and Neighbourhoods	7 - 10
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The next meeting of the Employment and Appointments Committee will be on 3 December 2024

London Borough of Islington

## **Employment and Appointments Committee - 5 November 2024**

Minutes of the meeting of the Employment and Appointments Committee held at on 5 November 2024 at 1.00 pm.

**Present:**      **Councillors:**      Burgess, Ward, Champion, Kay and Jackson

### **Councillor Janet Burgess in the Chair**

**26**      **APOLOGIES FOR ABSENCE (Item 1)**

Apologies received from Cllr Chowdhury

**27**      **DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)**

Cllr Kay as a substitute for Cllr Chowdhury

**28**      **DECLARATIONS OF INTEREST (Item 3)**

None.

**29**      **MINUTES OF THE LAST MEETING (Item 4)**

**RESOLVED:**

That the minutes of the previous meeting held on 6 March 2024 be agreed as a correct record and the Chair be authorised to sign them.

**EXCLUSION OF PRESS AND PUBLIC**

The Committee resolved to exclude the press and public as consideration of the following item would likely lead to the disclosure of Exempt Information.

**30**      **SHORTLISTING OF CORPORATE DIRECTOR OF CLIMATE AND ENVIRONMENT (Item 5)**

**RESOLVED:**

That the shortlist of candidates for the post of Corporate Director Climate and Environment be approved.

The meeting ended at 13.45 pm

**CHAIR**

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**Employment and Appointments Committee - 6 November 2024**

Minutes of the meeting of the Employment and Appointments Committee held at on 6 November 2024 at 11.00 am.

**Present:**           **Councillors:**   Burgess, Ward, O'Halloran, Kay and Jackson  
**Also**               **Councillors:**   Woolf  
**Present:**

**Councillor Janet Burgess in the Chair**

31        **APOLOGIES FOR ABSENCE (Item 1)**  
Apologies received from Cllr Chowdhury

32        **DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)**  
Cllr Kay as a substitute for Cllr Chowdhury

33        **DECLARATIONS OF INTEREST (Item 3)**  
None.

34        **MINUTES OF THE LAST MEETING (Item 4)**  
There were no Minutes of the Previous Meeting.

**EXCLUSION OF PRESS AND PUBLIC**

The Committee resolved to exclude the press and public as consideration of the following item would likely lead to the disclosure of Exempt Information.

35        **SHORTLISTING OF CORPORATE DIRECTOR OF HOMES AND NEIGHBOURHOODS (Item 5)**  
**RESOLVED:**

That the shortlist of candidates for the post of Corporate Director Homes and Neighbourhoods be approved.

The meeting ended at 11.32 am

**CHAIR**

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**Employment and Appointments Committee - 6 November 2024**

Minutes of the meeting of the Employment and Appointments Committee held at on 6 November 2024 at 12.30 pm.

**Present:**       **Councillors:**       Burgess, Ward, Safi-Ngongo, Kay and Jackson

**Councillor Janet Burgess in the Chair**

**36       APOLOGIES FOR ABSENCE (Item 1)**

Apologies Received from Cllr Chowdhury

**37       DECLARATIONS OF SUBSTITUTE MEMBERS (Item 2)**

Cllr Kay as a substitute for Cllr Chowdhury

**38       DECLARATIONS OF INTEREST (Item 3)**

None.

**39       MINUTES OF THE LAST MEETING (Item 4)**

There were no Minutes of the Previous Meeting.

**EXCLUSION OF PRESS AND PUBLIC**

The Committee resolved to exclude the press and public as consideration of the following item would likely lead to the disclosure of Exempt Information.

**40       SHORTLISTING OF DIRECTOR FOR SAFEGUARDING AND FAMILY SUPPORT (Item 5)**

**RESOLVED:**

That the shortlist of candidates for the post of Director for Safeguarding and Family Support be approved.

The meeting ended at 12.55 pm

**CHAIR**

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Meeting:	Employment and Appointments Committee
Meeting Date:	26 November 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**

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## Subject: Appointment of Corporate Director of Homes and Neighbourhoods

### 1. Recommendations

**The Committee are asked:**

- 1.1. To appoint a candidate to the post of Corporate Director of Homes and Neighbourhoods;
- 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 Corporate Director of Homes and Neighbourhoods

### 3. Details

- 3.1. The Employment and Appointments Committee, at its meeting on 6 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 CO1 £128,704 - £154,390.

#### 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: 18 November 2024

Responsible Officer: Emma Taylor, Senior Democratic Services Officer  
Email: [democracy@islington.gov.uk](mailto:democracy@islington.gov.uk)

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