

MINUTES OF THE MEETING Appointments Panel HELD ON Tuesday, 22nd July, 2025, 12pm – 12.35pm

PRESENT:

Councillors: Peray Ahmet (Chair), Zena Brabazon and Marsha Isilar-Gosling

ALSO ATTENDING: Ann Graham, Sunny Rana, Ayshe Simsek

19. FILMING AT MEETINGS NOTICE

The notice of filming at meetings was noted by attendees.

20. APOLOGIES FOR ABSENCE

Councillor Brabazon, Cabinet Member for Children's, Schools and Families substituted for Cllr Carlin, Cabinet Member for Finance and Corporate Resources in accordance with the requirements of the terms of reference of the Panel set out in the Council's Constitution, Part 3 Section B sub paragraph 10e.

21. URGENT BUSINESS

There were no items of urgent business.

22. DECLARATION OF INTEREST

There were no declarations of interest put forward.

23. FIXED TERM APPOINTMENT TO THE POST OF DIRECTOR OF SAFEGUARDING AND SOCIAL CARE

The report was seeking approval from the Appointments Panel to appoint to the post of Director of Safeguarding and Social Care on a Fixed-Term Contract (FTC), without undertaking the standard full recruitment process for a permanent executive-level appointment.

Following consideration of the exempt information, the Panel,

RESOLVED

1. To approve a proposed direct appointment on a Fixed-Term Contract basis to the individual named in the exempt minutes to undertake the role of Director of Safeguarding and Social Care without following the full permanent recruitment

process, in recognition of the urgent operational need and recent unsuccessful recruitment outcome.

2. To agree that the fixed-term arrangement provides time and service continuity while a refreshed strategy for permanent recruitment is developed.
3. To approve the Fixed-Term Contract for a period of up to 12 months, providing service continuity and time to plan for a revised permanent recruitment approach.
4. To agree proposed salary for the FTC role will fall within the Council's HB1 pay band (£112,202 – £130,185), and to delegate decision on the final spinal point to the Corporate Director for Children's Services, in consultation with the Chief Executive and Leader of the Council (Chair of the Appointments Panel)
5. To note that in accordance with the Part 4 Section K paragraph 4(c), the offer of appointment to a Director shall only be made where
 - (a) no objection has been made by any member of the Cabinet, or
 - (b) if any objection is made, the Appointments Panel has declared itself satisfied that the objection is not material or well-founded.
6. To agree that subject to (3.1) above, any appointment made will take effect when the appointed candidate accepts in writing the contract of employment offered to him/her by the Council.

Reason for decision

To fill a senior post in the Council's organisation structure which is responsible for leading the delivery of services within the accountabilities of the role.

The role is critical to safeguarding children and vulnerable families and requires stable leadership.

The Council has already undertaken a permanent recruitment campaign without success. A full rerun of the process at this time would not be value for money.

This FTC offers a pragmatic and cost-effective solution.

Alternative options considered

To fill this role on a temporary basis. However, this would not be as cost effective nor offer the service the stability that of a fixed term appointment.

24. NEW ITEMS OF URGENT BUSINESS

None

25. EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED

That the press and public be excluded from the remainder of the meeting as items 8 to 9 contained exempt information as defined under paragraphs 1 and 2, Part 1, Schedule 12A of the Local Government Act 1972:

Information relating to an individual.

Information likely to reveal the identity of an individual

26. EXEMPT FIXED TERM APPOINTMENT TO THE POST OF DIRECTOR OF SAFEGUARDING AND SOCIAL CARE

As per the exempt minutes.

27. EXEMPT URGENT BUSINESS

None

CHAIR: Councillor Peray Ahmet

Signed by Chair

Date