

Report for: Appointments Panel – 6 July 2026

Title: Appointment to the post of Director of Wellbeing & Climate

Report authorised by: Barry Francis, Corporate Director of Environment and Resident Experience

Lead Officer: Anthony Tamattiris, Strategic HR & OD Business Partner

Ward(s) affected: All

Report for: Non-Key Decision

1. Describe the issue under consideration

- 1.1. The Chief Executive, as Head of Paid Service, previously altered the senior management structure of the Council and set directorates a financial saving target of 5%. A review of the senior management structure within the ERE directorate was therefore required. In addition, there was also the departure of the previous Director of Resident Experience which presented an opportunity to deliver the required financial savings and to simultaneously ensure that the departments within E&RE are better aligned in terms of scale and structure.
- 1.2. The proposals were to consolidate the five current departments of Environment, Resident Experience, Tackling Inequality/Customer Services, Wellbeing & Climate and Planning and Building Standards into four new departments. Part of this proposal deleted the current Programme Director Wellbeing & Climate and created a new Director of Wellbeing & Climate. This new position is responsible for the strategic leadership and effective coordination across the organisation's portfolio of wellbeing, active living, parks, carbon management and green energy programmes.
- 1.3. In accordance with the Council's Organisation Change Policy, where required, postholders affected by the changes were consulted. The proposal outlined that due to the deletion of the Programme Director Wellbeing & Climate post, the current postholder was put 'at risk' of redundancy. However, the new role of Director of Wellbeing & Climate was considered a suitable alternative and the new post is to be offered to the affected postholder on this basis and subject to the relevant approval process.
- 1.4. Therefore, this report seeks approval to confirm the appointment of the prospective postholder to the role of Director of Wellbeing & Climate in line with Part 4, Section K, Section 4 of the Council's Constitution.

2. Cabinet Member Introduction

2.1 Not applicable.

3. Recommendations

3.1. To note the content of this report and agreement to appoint the prospective postholder to the post of Director of Wellbeing & Climate subject to the objections process of the Cabinet whereby the Appointments Panel may only make the offer of appointment when:

- (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.

3.2. Subject to (3.1) above, to agree a salary within the 2026/27 salary range of grade HB1 of £119,616 to -£138,786 excluding on costs as set out in the Council's Pay Policy Statement

4. Reason for decision

4.1. To fill a senior post in the council's organisation structure from among existing officers and in line with the Council's Organisation Change Policy and the Council's Constitution. This will avoid the potential risk and cost of an unnecessary redundancy, as well as de-stabilising the leadership of these important Council services.

5. Alternative options considered

Not appointing to the role. This could lead to an unnecessary and very costly redundancy situation and recruitment campaign.

6. Background information

6.1. The current Programme Director Wellbeing & Climate post at grade HC3 was established in 2023, and at that time, the service contained three main functions – Wellbeing via an outsourced leisure provision, Parks and Climate alongside a Commercial/Risk Team. The role reported directly to the Corporate Director. Prior to commencing in the Programme Director Wellbeing & Climate role, the postholder was already employed by the Council in the role of Head of Place which commenced in 2020.

6.2. At the time of recruiting and appointing to the role of Head of Place and then the Programme Director Wellbeing & Climate, the role was subject to the officer appointment process and not a member interview/appointment process.

6.3. Since 2023, the Programme Director Wellbeing & Climate role has expanded as the Leisure Services have now returned to full Council control via an insourced delivery model and the remit and responsibility has significantly grown as new demands emerge.

- 6.4. Alongside the new delivery model and given the council's saving target, it was decided to review the complete senior management tier and responsibilities within the directorate which included the creation of the new Director of Wellbeing & Climate role.
- 6.5. The above changes were subject to a consultation process with affected staff which commenced on 10th June 2026 and has been concluded.
- 6.6. The proposal outlined that due to the deletion of the Programme Director Wellbeing & Climate role, this put the current post holder 'at risk' of redundancy. However, the new role of Director of Wellbeing & Climate was considered a suitable alternative post (in line with policy) and at the end of consultation was offered as such to the postholder based on a-c below and subject to d:
- a. the new role is one grade up from the postholder's substantive grade
 - b. the similarity of the new post to the current post
 - c. the postholder skills, abilities and personal circumstances
 - d. where the post is a member appointment, and the individual is being redeployed to the new post from a post that isn't a member appointment (i.e., they have never had a member interview) then the redeployment is subject to approval by the Appointments Panel

7. Contribution to strategic outcomes

- 7.1. The post of Director of Wellbeing & Climate is a key role and part of the strategic leadership of the Council. It is responsible for the delivery of Council priorities and corporate delivery plan.

8. Statutory Officers' Comments

Finance

The restructuring of senior management within ERE is expected to generate savings that will help to deliver the MTFS 5% salary savings target. Services are currently progressing further measures to address the remaining gap.

The Director of Tackling Inequality post has been deleted, with responsibilities amalgamated into the Director of Resident Experience role. In addition, the Programme Director of Wellbeing & Climate post has been removed and replaced with a new Director of Wellbeing & Climate role.

These structural changes are expected to deliver savings of approximately £0.145m.

Legal

- 8.1. The Director of Legal & Governance has been consulted in the preparation of this report. A local authority shall appoint such officers as it thinks necessary for the proper discharge by the authority of such of their functions (section 112 Local Government Act 1972).

- 8.2. In accordance with the Local Authorities (Standing Orders) (England) Regulations 2001 (“the 2001 Regulations”) and Part 4 Section K of the Council’s Constitution, the appointment of Directors must be made by the Appointments Panel. The post referred to in this report therefore falls within the remit of this Committee. In addition, the 2001 Regulations state that where a committee or a sub-committee of the council is discharging the function of appointment on behalf of the authority, at least one member of the cabinet must be a member of that committee or sub-committee.
- 8.3. Under the Councils’ Organisational Change Policy the prospective postholders old role of Programme Director Wellbeing & Climate meets the criteria of a suitable alternative post and the appointment by way of assimilation into the role is recommended on that basis.
- 8.4. Under Part 4 Section K paragraph 4 of the Constitution, the offer of appointment of the Director of Wellbeing & Climate shall only be made where:
- (i) no objection has been made by any member of the Cabinet, or
 - (ii) if any objection is made, the Appointments Panel has declared itself satisfied that the objection is not material or well-founded.
- 8.5. In accordance with the Council’s Pay Policy Statement and Part 3 Section B of the Constitution, where it is proposed to appoint an officer and the proposed salary is £100,000 per annum or more, the Appointments Panel must consider and approve the proposed salary.
- 8.6. Under section 7 of the Local Government and Housing Act 1989, every appointment to a paid office or employment to a Council post must be made on merit. For the reasons stated above in paragraph 8.4 the proposed appointment is put forward as meeting this criterion.

9. Use of Appendices

- 9.1. Not applicable.

10. Local Government (Access to Information) Act 1985

- 10.1. Not applicable.