



Havering

L O N D O N B O R O U G H

APPOINTMENTS SUB COMMITTEE AGENDA

1.00 pm	Thursday 17 September 2020	Virtual Meeting
----------------	---------------------------------------	------------------------

Members 6: Quorum 3

COUNCILLORS:

**Conservative Group
(3)**

**Residents' Group
(1)**

**Labour
(1)**

**Upminster &
Cranham Residents'
'Associations
Group
(1)**

Damian White
(Chairman)
Robert Benham
(Vice-Chair)
Viddy Persaud

Ray Morgon

Keith Darvill

Linda Hawthorn

For information about the meeting please contact:
Anthony Clements, anthony.clements@onesource.co.uk
Tel: 01708 433065

AGENDA ITEMS

1 CHAIRMAN'S ANNOUNCEMENTS

The Chairman will announce details of the arrangements in case of emergency.

2 APOLOGIES FOR ABSENCE AND ANNOUNCEMENT OF SUBSTITUTE MEMBERS

(If any) – receive.

3 DISCLOSURE OF INTERESTS

Members are invited to disclose any interest in any of the items on the agenda at this point of the meeting.

Members may still disclose any interest in an item at any time prior to the consideration of the matter

4 MINUTES (Pages 1 - 2)

To approve as a correct record, the minutes of the meeting of the Sub-Committee held on 31 January 2020 (attached) and to authorise the Chairman to sign them.

5 DIRECTOR OF CHILDREN'S SERVICES - EXTENSION OF ACTING UP ARRANGEMENTS (Pages 3 - 8)

Report attached.

Andrew Beesley
Head of Democratic Services

**MINUTES OF A MEETING OF THE
APPOINTMENTS SUB COMMITTEE
Committee Room 3B - Town Hall
31 January 2020 (9.40 am - 1.57 pm)**

Present:

COUNCILLORS

Conservative Group	Damian White (Chairman), Robert Benham (Vice-Chair) and Viddy Persaud
Residents' Group	Ray Morgon
East Havering Residents' Group	Chris Wilkins+
Labour Group	Keith Darvill

+ present as substitute

Apologies were received for the absence of Councillor Linda Hawthorn (Councillor Chris Wilkins substituting).

All decisions were taken with no votes against.

The Chairman reminded Members of the action to be taken in an emergency.

1 DISCLOSURE OF INTERESTS

There were no disclosures of interest.

2 MINUTES

The minutes of the meeting of the Sub-Committee held on 30 and 31 July 2019 were agreed as a correct record and signed by the Chairman.

3 EXCLUSION OF THE PUBLIC

It was agreed that the public should now be excluded from the remainder of the meeting on the grounds that it was likely that, in view of the nature of the business to be transacted or the nature of the proceedings, if members of the public were present during these items there would be disclosure to them of exempt information within the meaning of paragraph 1 of Schedule 12A to the Local Government Act 1972.

4 **APPOINTMENT TO THE POST OF ASSISTANT DIRECTOR OF PROPERTY SERVICES**

After careful consideration of the relative strengths and experiences of the candidates, as indicated by the application, the presentation and by interview, the Sub-Committee unanimously agreed to appoint Garry Knights to the post of Assistant Director of Property Services subject to the notification provisions of paragraph 14 of the Staff Employment Procedure Rules set out in part 4 of Havering's Constitution.

Chairman

APPOINTMENT SUB-COMMITTEE

Subject Heading:	Director of Children's Services – Extension of Acting Up Arrangements
SLT Lead:	Andrew Blake-Herbert, Chief Executive
Report Author and contact details:	Julian Sivill, Strategic HR Business Partner (x3763)
Policy context:	The Governance Committee (30 th August 2017) agreed that the Appointment Sub-Committee will agree any extension of any temporary Chief Officer appointment beyond an initial 12 month period.
Financial summary:	There are no financial implications arising from this report save for the salary costs associated with the extension which have been budgeted for.

The subject matter of this report deals with the following Council Objectives

Communities making Havering	<input checked="" type="checkbox"/>
Places making Havering	<input type="checkbox"/>
Opportunities making Havering	<input type="checkbox"/>
Connections making Havering	<input type="checkbox"/>

SUMMARY

This report recommends the extension of the current acting up arrangements into the vacant Director of Childrens' Services role.

RECOMMENDATIONS

That the Appointment Sub-Committee approve the extension of the current arrangements, whereby Robert South is acting up into the position of Director of Childrens' Services, for a further period of up to 6 months with effect from 14th October 2020 – the exact end date of the acting up period to be determined by the Chief Executive.

REPORT DETAIL

The Governance Committee (30th August 2017) agreed that:

Responsibility for the appointment of Chief Officers on a temporary basis (including 'Acting Up' or 'Secondment' arrangements), covering either a permanent or temporary post for a period of **up to a maximum of 12 months** is delegated to the Head of Paid Service. Any extension to the temporary arrangement beyond the initial 12 month period will require the approval of the Appointment Sub-Committee and in the case of temporary/fixed term employment contracts this will be limited to a further maximum period of 6 months.

Following the resignation of the former Director of Children's Services (Tim Aldridge), the Chief Executive confirmed that Robert South would act up into the vacant role for a period of 12 months. This would ensure the continuity of the improvement journey Children's Services had been on, as reflected in our Ofsted inspections.

The initial 12 month acting up period is due to end on 13th October 2020.

With the Covid crisis, it was not felt that it would have been the right time to go to the market over the past few months to try to recruit a new permanent appointment. Robert has equipped himself extremely well throughout the last 12 months, and some of those achievements are outlined in Appendix A, so it is proposed that the current acting up arrangements are extended for a further period of up to 6 months with effect from 14th October 2020.

Subject to no further lockdown requirements due to the Covid crisis, the intention will be to go to the market in the autumn with the aim of having a permanent appointment determined by Christmas with a view to commencing as early as practicable in the new year. The end date of the proposed extension of the acting up arrangements will be determined by the actual start date of the successful candidate.

IMPLICATIONS AND RISKS

Financial implications and risks:

There are no financial implications or risks arising directly save for the salary costs which have been budgeted for.

Legal implications and risks:

There are no legal implications or risks arising directly. The extension process is being managed in accordance with the Council's policies and procedures.

Human Resources implications and risks:

There are no HR implications or risks arising directly. The extension process is being managed in accordance with the Council's policies and procedures.

Equalities implications and risks:

There are no equalities implications or risks arising directly. The extension process is being managed in accordance with the Council's policies and procedures.

This page is intentionally left blank

Appendix 1

Acting Director of Children's Services, London Borough of Havering

Brief Progress Synopsis

Overview

Since October 2019, Robert has continued to focus upon leading, supporting and developing the essential conditions required to secure and grow Service outcomes in a manner which delivers value for money. A refreshed senior leadership team has been secured, and is driving an updated practice model which continues to translate the Service's vision and transformational "Face to Face" programme into effective operational delivery and improved outcomes. Some key outcomes include further reductions in the numbers of children in care, those subject of child protection plans and children and families subject to high cost legal care proceedings in a manner which prioritises a robust safeguarding approach to all work. Early help provision has been supported to mature and better aid early intervention successes. This area has made purposeful use of a growing number of volunteers and resulted in the Early Help Volunteering Service being awarded the Public Sector Children's Team Award at the national Children and Young People Now Awards.

Additionally, he has continued to cultivate and strengthen strong partnership working with children, families and young people, Elected Members, educational leaders, corporate colleagues, statutory agencies and wider stakeholders. For instance, this includes successfully launching and agreeing new priorities for the new Havering Safeguarding Children's Partnership and overarching Tri-Borough BHR arrangements, and gaining strong buy-in/engagement for the new Adolescent Safeguarding approach via effective service design and creative task and finish activities which have delivered a shared set of objectives.

Robert has also made effective working relationships with key regulatory agencies such as Ofsted, the DfE and wider Government agencies and added value to Havering through his positive partnership involvement with Director of Children's Services networks within the sub-region, London and nationally. This activity has provided opportunities that have aided learning, provided horizon scanning opportunities and continued to positively raise the profile of the Borough.

Importantly, the Service response to the unprecedented Covid-19 crisis has been extremely effective both as it relates to universal Education provision and statutory social care services to protect children at risk of/experiencing significant harm, those in care and care leavers and families requiring welfare support. Schools and early year providers were proactively supported to deliver safe and appropriately risk assessed provision during "lockdown" for the children of keyworkers and the vulnerable, and as services return more widely, a "new normal". This was also the case for social care casework which delivered high quality support to maintain positive outcomes in extremely challenging circumstances and high rates of timely visiting. Schools were also fully supported to get pupils back into education in a safe way.

Children's Services were led to fully engage in the wider corporate emergency planning to the pandemic and contributed across all relevant Bronze and Silver responses to manage the early stages of the crisis, formulate new "emergency response" offers for those shielding and support the ongoing recovery.

Further key achievements during the past 12 months include:

- Growth of the Children's permanent workforce to meet its target of 85% together with a reduction in staff turnover.
- Implemented strengthened Quality Assurance functions which includes a new framework and audit tools, a regular Director's audit moderation panel, implemented a new approach to audit for managers and delivered external practice assurance reviews for MASH/Assessment and Leaving Care Services. ("Mocksted")
- Strengthened Children's Services governance arrangements via refreshed operational and strategic boards.
- Despite the demand for services remaining high with increasing complexity and placement market conditions, the 2019/20 in-year forecasted overspend was reduced through the robust application of demand/budget management and initiatives such as increasing the percentage of successful "Troubled Families" claims and via the delivery of lower cost high quality in-borough semi-independent provision.
- Delivered significantly improved performance in relation to key service indicators of success including timeliness of assessments, completion rates of personal education and health plans, levels of supervision and visits to vulnerable children during the pandemic.
- Completed a comprehensive review of the Borough's Corporate Parenting Strategy and related management and elected member training which is to be rolled out following Cabinet approval of the Strategy.