

EMPLOYMENT COMMITTEE	AGENDA ITEM No. 4
15 SEPTEMBER 2011	PUBLIC REPORT

Cabinet Member(s) responsible:	Cllr Gr. Uff. Marco Cereste	
Contact Officer(s):	Helen Edwards, Solicitor to the Council	Tel. 452539

APPOINTMENT OF INTERIM DIRECTOR OF CHILDREN'S SERVICES

R E C O M M E N D A T I O N S	
FROM : Chief Executive	Deadline date : N/A
<p>That the Employment Committee:</p> <p>Endorses the action taken by the Chief Executive and approves the appointment of Adrian Loades, Director of Children's Services at Cambridgeshire County Council, as Interim Director of Children's Services for Peterborough City Council with effect from 5 September 2011.</p>	

1. ORIGIN OF REPORT

- 1.1 This report is submitted to Employment Committee from the Solicitor to the Council, following the resignation of John Richards, Director of Children's Services, with effect from 2nd September 2011.

2. PURPOSE AND REASON FOR REPORT

- 2.1 To enable the Council to fulfil its statutory obligation under s18 Children Act 2004 to appoint an officer as Director of Children's Services.
- 2.2 This report is for the Committee to consider under its Terms of Reference No. 2.3.1.1 'to appoint Directors and Heads of Service, and determine terms and conditions of employment'.

3. TIMESCALE

Is this a Major Policy Item/Statutory Plan?	NO	If Yes, date for relevant Cabinet Meeting	
---	-----------	---	--

4. BACKGROUND TO THIS REQUEST

- 4.1 Ofsted carried out an inspection of the Council's safeguarding services, publishing their final report on 6th September 2011.
- 4.2 The report was critical of Children's Services, pronouncing the safeguarding service as "inadequate". Immediately prior to publication of the report, the Director of Children's Services resigned, and left the council on 2nd September 2011.
- 4.3 The Council has a statutory duty to appoint an officer as its Director of Children's Services, under s18 Children Act 2004.
- 4.4 The Chief Executive and the lead members for Children's Services, Cllr Sheila Scott, and Cllr John Holdich, decided, in consultation with the Department for Education (DfE) and

Ofsted, that it was necessary to bring in external support to address the failings found in the Children's Services department. Crucially, external support at Director level is required.

- 4.5 The Chief Executive had to act urgently, in accordance with her delegated powers, to ensure that the Council was not without a Director following the resignation of John Richards, and therefore appointed Adrian Loades on secondment from Cambridgeshire County Council, with effect from 5th September 2011. Mr Loades has a wealth of expertise, and this appointment has the support of the DfE.
- 4.6 The appointment of Mr Loades did not need the prior approval of the Employment Committee, as it is a short term interim appointment, but given the importance of this appointment, the committee is asked to endorse the action taken, and approve his appointment.
- 4.7 Mr Loades' substantive role is at Cambridgeshire County Council, and his secondment is on a short term basis, intended to be for around 3 months, until someone with the appropriate skills to take up the post on a longer basis can be sourced and appointed. The Chief Executive is in discussions with an interim Director who is currently based in another authority. This Director specialises in turnaround of failing departments, and has the support of Ofsted and DfE as a suitable appointment for Peterborough. His current assignment does not end until November, and if the Chief Executive is able to secure his services a report will be brought back to a further Employment Committee.

5. CONSULTATION

- 5.1 The Chief Executive has taken actions to date in consultation with Ofsted, the DfE, and the lead members for Children's Services.

6. ANTICIPATED OUTCOMES

- 6.1 That the Council will fulfil its statutory responsibilities to appoint a Director of Children's Services and start to address the issues raised in the Ofsted report.

7. REASONS FOR RECOMMENDATIONS

- 7.1 The Council has a statutory responsibility to appoint an officer as Director of Children's Services.

8. ALTERNATIVE OPTIONS CONSIDERED

- 8.1 The Council cannot be without a Director without being in breach of its statutory duties. It could have appointed internally, but this was considered inappropriate as a fresh approach is needed to lead a team to address the failings reported in the Ofsted report.

9. IMPLICATIONS

9.1 Legal

The legal implications are addressed in the body of the report.

9.2 Financial

The council will reimburse Cambridgeshire County Council for the costs of employing Mr Loades during the time that he works for Peterborough City Council

10. BACKGROUND DOCUMENTS

Used to prepare this report, in accordance with the Local Government (Access to Information) Act 1985)

- 10.1 Ofsted report published 6th September 2011-09-06