

EMPLOYMENT COMMITTEE	AGENDA ITEM No. 4
24 NOVEMBER 2011	PUBLIC REPORT

Cabinet Member(s) responsible:	Councillor Gr.Uff. Marco Cereste – Leader of the Council and Cabinet Member for Growth, Strategic Planning and Economic Development Councillor Irene Walsh – Cabinet Member for Community Cohesion and Safety
Contact Officer(s):	Gillian Beasley – Chief Executive
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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
That the Employment Committee:	
<ul style="list-style-type: none"> 1) Appoints Malcolm Newsam as Interim Director of Children's Services; and 2) Delegates the agreement of Mr Newsam's terms and conditions, and any changes thereto, to the Chief Executive. 	

1. ORIGIN OF REPORT

1.1 This report is submitted to the Committee from the Chief Executive following an earlier report dated 15 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	N/A
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4. BACKGROUND TO THIS REQUEST

4.1 In September 2011 the Committee agreed to appoint Adrian Loades as the interim Director of Children's Services. This followed the resignation of the previous Director, John Richards, on 2nd September 2011, as a result of an Ofsted report published on 6th September 2011, which pronounced Peterborough's safeguarding service as "inadequate".

4.2 Adrian Loades was appointed as part of a sector led support programme to provide immediate expertise and support. His substantive role is at Cambridgeshire County Council and his appointment to Peterborough City Council was for a three month period.

4.3 As the Committee was previously made aware, the Chief Executive has been in discussions with a replacement for Adrian Loades. The approval of the Committee is now sought to appoint Malcolm Newsam as Director of Children's Services with effect from 28th November 2011.

4.4 Mr Newsam will join Peterborough City Council as a self-employed interim Director, through his company MCBN Management Consultants Ltd. He will not be an employee. Nevertheless, as he will be appointed as a Director, it is within the remit of Employment Committee's terms of reference to appoint him.

4.5 Mr Newsam is an experienced Director of Children's Services, firstly with the then Bedfordshire County council and has since taken assignments in this capacity with Essex County Council and Kent County Council. Mr Newsam has considerable experience of working with local authorities in similar circumstances to that of the council and securing sustainable improvement. He will work to achieve the improvements identified in the Ofsted report and the council's improvement plan, and will work with the Chief Executive to determine the optimum time to commence recruitment for a permanent Director of Children's Services.

5. CONSULTATION

5.1 The Chief Executive has consulted the DfE and lead members for Children's Services, all of whom are supportive of the appointment of Malcolm Newsam.

6. ANTICIPATED OUTCOMES

6.1 That the council fulfils its statutory responsibilities to appoint a Director of Children's Services and starts to address the issues raised in the Ofsted report and subsequent diagnostic work.

7. REASONS FOR RECOMMENDATIONS

7.1 The council has a statutory duty to appoint a Director of Children's Services.

8. ALTERNATIVE OPTIONS CONSIDERED

8.1 The council could have made a temporary internal appointment, but this is considered inappropriate, as a fresh and experienced approach is needed to lead a team to address the failings reported in the Ofsted report.

8.2 Alternatively, the council could have immediately moved towards a permanent recruitment. This was rejected to secure the immediate leadership required for actions to be taken to address key issues, any necessary changes introduced and full consideration given to the most appropriate future shape of Children's Services.

8.3 Finally, the council could have extended the appointment of Adrian Loades, but he was made available on a three month basis and is taking on new responsibilities on his full time return to Cambridgeshire County Council.

9. IMPLICATIONS

9.1 The Legal implications are addressed in the body of the report.

9.2 There are financial implications in the short term, as the terms of contract for Mr Newsam are likely to exceed the budget for the salary of the Director of Children's Services. However, this will be covered by the additional sums have been made available to Children's Services to address the issues raised by the Ofsted report.

10. BACKGROUND DOCUMENTS

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

- Ofsted report published 6 September 2011
- Employment Committee report dated 15 September 2011

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