

HAMPSHIRE COUNTY COUNCIL

Report

Committee:	Employment in Hampshire County Council
Date:	23 March 2023
Title:	Senior Management Adjustments
Report From:	Director People and Organisation

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Purpose of this Report

1. To update EHCC on changes to the Chief Officer Group due to the forthcoming retirement of the Director of Children Services.

Recommendations

2. That EHCC note the changes to the Chief Officer Group due to the forthcoming retirement of the Director of Children's Services, including the appointment of an interim Director and Deputy Director of Children's Services.
3. That EHCC note the appointment of a new joint Deputy Chief Executive.

Executive Summary

4. Following the announcement of the retirement of the Director of Children's Services several changes are necessary to the Council's Chief Officers Group. These changes are being implemented under the authority of the Head of Paid Service and in accordance with Standing Orders.

Director and Deputy Director of Children's Services

5. Steve Crocker has announced his retirement as Director of Children Services.
6. His last working day is on 31 March 2023, after 7 years as Director and over three decades in the field of Children's Services. Under Steve's leadership the directorate has grown in strength and is recognised nationally for high quality and standards in the education, safety and welfare of children and young people across our county.
7. The role of Director of Children's Services is one of the County Council's Statutory Chief Officer roles and is a core member of the Corporate Management Team (CMT) accountable for our statutory responsibilities in

relation to the children of our county as well as collectively accountable for the wider leadership of the whole organisation.

8. Stuart Ashley, who joined the Council in 1986 and is currently Deputy Director of Children Services, will, on an interim basis, take over the role of Director of Children Services.
9. Stuart was formally appointed as a Deputy Chief Officer in July 2016. He has strong experience across the full range of Children Services functions and is a highly capable senior leader leaving Children's Services in very safe hands pending a formal appointment process in due course and in accordance with Standing Orders.
10. The role of Deputy Director of Children's Services is required to cover the statutory responsibilities of the Director in their absence as well as sharing the leadership responsibilities of the directorate. The post holder forms part of the Council's Chief Officers Group.
11. Stephanie How, a qualified children's social worker and currently the Area Director North-West, will, on an interim basis, take over the role of Deputy Director of Children Services pending a formal appointment process in due course and in accordance with Standing Orders.
12. Salaries for both the Interim Director and Deputy Director of Children Services have been agreed by the Chief Executive in accordance with the authority delegated to the Head of Paid Services by EHCC in November 2022.

Deputy Chief Executive Appointment

13. Since Steve Crocker shared the Deputy Chief Executive responsibilities with Graham Allen, Director of Adults Health and Care, the Chief Executive has appointed Rob Carr, Director of Corporate Operations and Chief Financial Officer as the new joint Deputy Chief Executive, with effect from 1 April 2023, in accordance with authority delegated by Cabinet in April 2009.

Consultation and Equalities

14. It is not envisaged that an Equalities Impact Assessment will be required for any of the updates included in this paper.

Climate Change Impact Assessment

15. The Council's carbon mitigation tool and climate change adaption tools are not applicable to the changes detailed in this paper.

Conclusions

16. The senior management adjustments set out in this paper take full advantage of the exceptional skills and talent already available at a senior level within

Hampshire County Council.

17. The new arrangements will ensure that the Council continues to have the necessary capacity and capability at the required level and ensures essential stability and continuity in respect of critical statutory functions at a time of significant challenge.
18. These interim appointments meet the requirements of Standing Orders and are in accordance with the approach followed over several years in such circumstances.
19. A formal appointment process and Member Appointment Panel for both the Director and Deputy Director of Children Services positions will be undertaken in due course and in accordance with Standing Orders.

REQUIRED CORPORATE AND LEGAL INFORMATION:

Links to the Strategic Plan

This does not link to the Strategic Plan but potentially impacts the County Council's workforce strategy.

Other Significant Links

Direct links to specific legislation or Government Directives

<u>Title</u>	<u>Date</u>
None	

Section 100 D - Local Government Act 1972 - background documents

The following documents discuss facts or matters on which this report, or an important part of it, is based and have been relied upon to a material extent in the preparation of this report. (NB: the list excludes published works and any documents which disclose exempt or confidential information as defined in the Act.)

<u>Document</u>	<u>Location</u>
None	

EQUALITIES IMPACT ASSESSMENT:

1. Equality Duty

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

2. Equalities Impact Assessment:

Equality objectives are not considered to be adversely affected by proposals in this report and it is not envisaged that an Equalities Impact Assessment will be required.