

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.

6. 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.
7. A Member Appointment Panel was held on 28 September 2023, in accordance with Standing Orders, in relation to both posts.
8. The panel was Chaired by Cllr Edward Heron, supported by Cllr Rob Humby, Cllr Roz Chadd and Cllr Adrian Collett. In attendance was Carolyn Williamson, Head of Paid Service, Jonathan Clare, Independent Expert Advisor from Berwick Partners and Jac Broughton, Director of People and Organisation.
9. Stuart Ashley, via unanimous agreement, was appointed Director of Children's Services.
10. Steph How, again via unanimous agreement, was appointed Deputy Director of Children's Services.
11. Both will take up post with immediate effect.

Consultation and Equalities

12. 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

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

Conclusions

14. 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.

15. 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.

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.