



THE LONDON BOROUGH
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DATE: 10 October 2019

To: Members of the
URGENCY COMMITTEE

Councillors Graham Arthur, Nicholas Bennett J.P., Simon Fawthrop, Colin Smith, Melanie Stevens, Pauline Tunnicliffe and Angela Wilkins

A meeting of the Urgency Committee will be held at Bromley Civic Centre on
FRIDAY 11 OCTOBER 2019 AT 10.30 AM

MARK BOWEN
Director of Corporate Services

Copies of the documents referred to below can be obtained from
<http://cde.bromley.gov.uk/>

AGENDA

- 1 APPOINTMENT OF CHAIRMAN**
- 2 APOLOGIES FOR ABSENCE**
- 3 DECLARATIONS OF INTEREST**
- 4 MINUTES OF THE MEETING HELD ON 8TH AUGUST 2016 (Pages 3 - 6)**
- 5 MAYORAL VISIT (Pages 7 - 10)**

The Chairman to move that the report be considered as a matter of urgency in view of the need to confirm the arrangements for the proposed visit.

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URGENCY COMMITTEE

Minutes of the meeting held at 5.30 pm on 8 August 2016

Present:

Councillor Stephen Carr (Chairman)

Councillors Robert Evans, Simon Fawthrop, David Livett,
Tim Stevens J.P. and Angela Wilkins

1 APPOINTMENT OF CHAIRMAN

Councillor Stephen Carr was appointed Chairman for the meeting.

2 APOLOGIES FOR ABSENCE

Councillor Tim Stevens apologised for arriving late.

3 DECLARATIONS OF INTEREST

There were no declarations of interest.

4 MINUTES OF THE MEETING HELD ON 28TH APRIL 2015

RESOLVED that the minutes of the meeting held on 28th April 2015 be confirmed.

5 CHIEF OFFICER APPOINTMENT: EXECUTIVE DIRECTOR OF EDUCATION, CARE AND HEALTH SERVICES

The Committee agreed that this item should be considered as a matter of urgency to enable the recruitment process for this crucial post to proceed without delay.

The Ofsted inspection of Children's Services had criticised the lack of leadership capacity in the organisation. It highlighted the importance of recruiting into the vacant Executive Director of Education, Care & Health Services post to provide the strategic lead and connectivity between services and partner agencies for the good of Bromley's children and young people.

The report sought Member approval to carry out a fast track/streamlined recruitment and selection process without undermining the quality of the post or the pool of potential candidates for this vital leadership position in the organisation. The proposed recruitment and selection process was set out - this would include a Peer Selection Panel to be chaired by the Chief Executive, which would involve representatives from the Police, Health and Schools, and a separate interview with the Children's Services Commissioner. However, the final interview and the

decision on who to appoint was a matter for the Chief Officer Appointment Panel of the Council.

The Committee sought clarification on the funding of this post – whether, as an existing post, it was funded through existing budgets or from the additional £950k released from Central Contingency by the Executive on 20th July. The Leader assured the Committee that if additional funding was required this would be reported to Members for approval.

Members questioned whether the Council might be limiting the field of potential applicants with advertising focussed on The Guardian online – the use of head-hunters and encouraging private sector managers were suggested. It was accepted that the person appointed needed to have a strong professional background as well as excellent management skills to be credible with Ofsted and the Department for Education. The Guardian Online was the main way to reach the limited pool of suitable candidates – officers reported that head-hunters had been used in the past but it was not expected that they could add much to the process. It was confirmed that the post was needed even if a decision was made to move services into a Trust.

The Appointment Panel, as established at the Annual Council, consisted of eight Members, (seven Conservative and one Labour) and reflected the overall political balance of the Council. Within this there was flexibility for the majority party to nominate suitable Members to reflect the nature of the post, and it was not considered necessary to extend the membership further.

RESOLVED that

(1) The Membership of the Appointment Panel agreed at the last annual meeting of full Council should not be increased given the tight selection timeline on this occasion.

(2) A suitable person be appointed by the Appointment Panel at circa £160k per annum but the Chief Executive be authorised to increase the total salary package by no more than £5k (including the lease car option).

(3) It is noted and agreed that the Chief Officer Appointment Panel will sit immediately after the advert closing, but no later than Friday 19 August 2016, to interview the shortlisted candidates, subject to the Chief Executive being authorised to alter the dates and, should no suitable candidate be appointed, re-start the process as necessary.

(4) The proposal to set up a Peer Selection Panel comprising the Chief Executive and up to two representatives of the Directors' Group/the Corporate Leadership Team and a representative or two from partner agencies, to assist in the selection process be noted and agreed; however, the final decision on who to appoint is the sole responsibility of the Chief Officer Appointment Panel as set out in paragraph 2.1.3 of the report and the Council's Constitution.

(5) It is noted and agreed that the Chief Executive with advice from the

Director of Human Resources and/or specialist technical advice from a social care professional will assess the quality of applications received and present a shortlist to the Chief Officer Appointment Panel for the final interview.

The Meeting ended at 6.05 pm

Chairman

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Impact on Vulnerable Adults and Children

1. Summary of Impact: The aim of the visit is to explore opportunities for cultural and educational exchange.
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Corporate Policy

1. Policy Status: Not Applicable:
 2. BBB Priority: Children and Young People:
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Financial

1. Cost of proposal: No Cost:
 2. Ongoing costs: Not Applicable:
 3. Budget head/performance centre: Not Applicable
 4. Total current budget for this head: Not Applicable
 5. Source of funding: The costs of the visit will be borne by the hosts.
-

Personnel

1. Number of staff (current and additional):
 2. If from existing staff resources, number of staff hours:
-

Legal

1. Legal Requirement: None:
 2. Call-in: Not Applicable:
-

Procurement

1. Summary of Procurement Implications: Not Applicable
-

Customer Impact

1. Estimated number of users/beneficiaries (current and projected): Not Applicable
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Ward Councillor Views

1. Have Ward Councillors been asked for comments? No Not Applicable
2. Summary of Ward Councillors comments: Not Applicable

3. COMMENTARY

- 3.1 The Mayor, Deputy Mayor and the Portfolio Holders for Children, Education and Families and for Public Protection and Enforcement have been invited to participate, at no cost to the Council, in a visit to China at the end of October 2019 focussing on educational links. The party will include teachers from UK schools and the trip will include visits to Chinese schools and to a manufacturing plant featuring artificial intelligence. It is expected that the visit will explore opportunities for cultural and educational exchange for secondary schools in the borough and exchange visits for teachers.
- 3.2 It is customary for the Mayoral Attendant to accompany the Mayor on official duties. As part of the visit the Mayor will wear his chains of office when meeting local officials and making speeches. It is therefore considered essential that a mayoral attendant is on hand to safeguard the chains, ensure that protocol is observed and generally assist the party.
- 3.3 Bromley has received and supported several visiting delegations from China in recent years, and this visit is intended to build on this experience.

4. FINANCIAL IMPLICATIONS

- 4.1 All the costs of the visit are being borne by the hosts. The only costs for the Council are for the extension of insurance cover for the mayoral chain of office and additional salary costs for the attendant in the order of 25 hours.

5. PERSONNEL IMPLICATIONS

- 5.1 There is delegated authority for officers to travel on Council business within the European Union, but not to elsewhere in the world. Explicit permission is therefore sought from members to enable a mayoral attendant to accompany the visit to China. The employee concerned is agreeable to the arrangement and their contract of employment is not affected by the travel because the arrangement is in the course of their employment.

Non-Applicable Sections:	Impact on vulnerable adults and children/Policy/Legal/procurement
Background Documents: (Access via Contact Officer)	None

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