

Appointments Committee

1st September, 2025

PRESENT:-

Councillors Ross (Chair), Dad (Deputy Chair), Chambers, Drake-Davis, Hale, Herrera-Richmond and Hofman.

IN ATTENDANCE:-

M. Jukes (Chief Executive), K. Harley (Assistant Director Organisational Development and Human Resources) and P. Rawcliffe (Democratic Services Officer).

Minute No.	Description/Decision	Action By/Deadline
PROCEDURAL ITEMS		
1	DECLARATIONS OF INTEREST No declarations of interest were made in respect of the items that follow below.	
2	MINUTES OF THE MEETING OF THIS COMMITTEE HELD ON 19TH MARCH, 2025 Agreed – That the minutes of the meeting of this Committee, held on 19 th March, 2025, having been printed and circulated, be taken as read and correctly recorded and be signed by the Chair.	
NON-EXEMPT ITEM		
3	EXCLUSION OF THE PRESS AND PUBLIC Agreed - That, in accordance with the provisions of Section 100(A)(4) of the Local Government Act, 1972, the public (including the press) be excluded from the meeting for the following item of business, minute 4, on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 1, of Part 1 of Schedule 12A of the Act, information relating to an individual, and that the public interest test in maintaining the exemption outweighs the public interest in disclosing the information.	
EXEMPT ITEM		
4	PROPOSALS FOR THE RESTRUCTURE OF THE CORPORATE STRATEGY TEAM The Chief Executive and Head of Paid Service	

submitted a report which had been informed by anticipated changes within the Corporate Strategy Team personnel, and as a consequence of actions agreed following last year's Local Government Association Corporate Peer Challenge. It also reflected changes in the sector 'landscape' relating to social care and housing services. The recommendations in the report would ensure that there was sufficient expertise in place at the right levels for the effective and efficient delivery of the Council's services; to support the Council's strategic direction, and which could continue to support achievement of the Council's long-term goals, whilst also addressing some succession planning challenges.

The report was prepared in accordance with the responsibility of the Head of Paid Service under Section 4 of the Local Government and Housing Act, 1989, "where he considers it appropriate to do so in respect of any proposals of his with respect to, the organisation of the authority's staff, and the appointment and proper management of the authority's staff, prepare a report to the authority setting out his proposals".

Consequently, the report set out proposals for restructuring the Corporate Strategy Team, including the establishment of new roles and a change of their title from 'Director' to 'Executive Director'.

Discussion took place around the current roles of members of the Corporate Strategy Team; the proposed new posts; the recruitment process to be used to fill those posts; the future make-up of the Corporate Strategy Team; the filling of the statutory posts; the results of the Peer Challenge Review, and where the responsibilities of the Deputy Chief Executive would sit.

Moved by Councillor Ross and seconded by Councillor Dad:

- a) That a restructure of the Corporate Strategy Team, as set out in Section 5 of the report, in order to realign the responsibilities within the Team and to more effectively deliver on the Council's responsibilities and ambitions, be approved, and
- b) that the Head of Paid Service be authorised to implement the revised structure on an

	incremental basis, over a number of months, to ensure continuity of leadership.	
	Motion carried.	

Start: 3.00 p.m.
Finish: 3.55 p.m.