

## COUNCIL

9th November 2020

### PLACES DIRECTORATE – SENIOR MANAGEMENT

#### Report of the Chief Executive

|                                |                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                          |
|--------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| Strategic Aim:                 | All                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                          |
| Exempt Information             | None                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                          |
| Cabinet Member(s) Responsible: | Mr O Hemsley, Leader and Portfolio Holder for Rutland One Public Estate & Growth, Tourism & Economic Development, Property, Communications and Resources (other than Finance).<br><br>Mr G Brown, Deputy Leader and Portfolio Holder for Planning and Finance<br><br>Mrs L Stephenson, Portfolio Holder for Culture and Leisure, Environment, Highways, Transportation and Road Safety |                                                                                          |
| Contact Officer(s):            | Mark Andrews, Interim Chief Executive                                                                                                                                                                                                                                                                                                                                                  | 01572 758339<br><a href="mailto:mandrews@rutland.gov.uk">mandrews@rutland.gov.uk</a>     |
|                                | Phil Horsfield – Monitoring Officer                                                                                                                                                                                                                                                                                                                                                    | 01572 758154<br><a href="mailto:phorsfield@rutland.gov.uk">phorsfield@rutland.gov.uk</a> |
| Ward Councillors               | All                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                          |

#### DECISION RECOMMENDATIONS

That Council:

1. Approves the recommendation of the Chief Officer Appointments Committee to appoint Mrs Penny Sharp (currently Acting Strategic Director Places) to the permanent position of Strategic Director Places.
2. Approves the deletion of the post of Deputy Director of Places.

#### 1 PURPOSE OF THE REPORT

- 1.1 To implement changes to the Senior Management Team within the Places Directorate to ensure stability in leadership through the appointment of Mrs Penny Sharp into the post of Strategic Director Places on a permanent basis.
- 1.2 It is further proposed that the vacant post of Deputy Director Places be deleted, enabling the Strategic Director and Chief Executive to determine a more

appropriate leadership structure for the Directorate.

## **2 BACKGROUND AND MAIN CONSIDERATIONS**

- 2.1 The post of Strategic Director Places became vacant in February 2020 when the previous incumbent left the Council.
- 2.2 Mrs Penny Sharp had been appointed as Deputy Director Places in February 2020 following a Chief Officer Appointments Panel process. She had been undertaking the Strategic Director role on an Interim basis since November 2019.
- 2.3 To provide the Chief Executive and Portfolio Holders' opportunity to develop our working model for the Directorate, Mrs Sharp was asked to 'act up' into the role of Strategic Director. The post of Deputy Director remained vacant.
- 2.4 Our opportunity to develop options and proposals has been restricted by the need to focus and prioritise Covid-19 response work and Mrs Sharp has been integral to the Council's leadership and direction in this regard. Whilst the Council continues to be actively involved in work to support our communities at a time of pandemic it is vital that we ensure we have stability, continuity and resilience within our senior leadership structure.

## **3 APPOINTMENT – FOR APPROVAL**

- 3.1 In accordance with Officer Procedure rule 343, Mrs Sharp was interviewed by a Chief Officer Appointments Committee on 6 October 2020 and received unanimous support for her appointment.
- 3.2 In addition, there have been no well-founded objections to the appointment from any members of Cabinet.
- 3.3 Mrs Sharp has more than 20 years' experience leading economic growth, regeneration and community services and associated infrastructure. Since joining Rutland she has provided exceptional guidance on key issues across the Places portfolio and provided stability in leadership that the Directorate needs. Her role and input at Senior Management Team level and her support to Cabinet and Portfolio Holders has brought valuable contribution, insight and direction.
- 3.4 The job market for this portfolio of services is exceptionally challenging with a number of similar senior roles of this nature having been advertised during 2020. We are fortunate to have an individual of Mrs Sharp's calibre within the organisation to fulfil this role. Costs of external marketing and agency search are typically in the region of £25,000-£30,000 for this level of post.

## **4 DELETION OF DEPUTY DIRECTOR POST – FOR APPROVAL**

- 4.1 As outlined in paragraph 2.4 it had been a firm intention to review the senior leadership structure and support needed for the Places Directorate – this work had been deferred. During 2019, we had operated a model of Strategic Director and Deputy Director – our experience identified this was not the most effective model for this Directorate, particularly as the range of services are so diverse.
- 4.2 Under the Council's Constitution (Part B), the Chief Executive, as Head of Paid Service has delegated authority 'To review staff resources and consequential

action to be taken within budget to alter the organisational structure.’

- 4.3 It is therefore proposed that we remove the post of Deputy Director and enable the Chief Executive and Strategic Director to determine the leadership resource needed across the services that will provide (a) direction (b) resilience and (c) capacity more aligned to our strategic aims and objectives.

## **5 CONSULTATION**

- 5.1 Consultation has been undertaken in line with the legislative requirements.

## **6 ALTERNATIVE OPTIONS**

- 6.1 Not to confirm the appointment and go out to market – as outlined in paragraph 3.4 our intelligence and understanding of the job market would be exceptionally challenging. We would also risk losing the skills and experience of an existing member of staff.
- 6.2 Not to confirm the appointment and leave the post vacant – this would leave us in a vulnerable position in being able to not only support members with delivery of our strategic aims and objectives, but remove vital leadership across a large portfolio of services.

## **7 FINANCIAL IMPLICATIONS**

- 7.1 There are no costs associated with the proposals in this report. The Strategic Director post is an established part of our salary costs. Funding from the Deputy Director post would enable re-distribution into role(s) within the service to bridge any gaps.

## **8 LEGAL AND GOVERNANCE CONSIDERATIONS**

- 8.1 These are contained within the main body of the report.

## **9 DATA PROTECTION IMPLICATIONS**

- 9.1 A Data Protection Impact Assessments (DPIA) has not been completed as the information contained in the report is information that will be publically available.

## **10 EQUALITY IMPACT ASSESSMENT**

- 10.1 An Equality Impact Assessment (EqIA) has not been completed in relation to the specific appointment. However, the Council is required to have regard to its equality duty in making all decisions. The open nature of the initial process provided an opportunity for all sections of our communities to be considered.

## **11 COMMUNITY SAFETY IMPLICATIONS**

- 11.1 There are no Community Safety implications arising from this report.

## **12 HEALTH AND WELLBEING IMPLICATIONS**

- 12.1 There are no Health and Wellbeing implications arising from this report.

## **13 CONCLUSION AND SUMMARY OF REASONS FOR THE**

## **RECOMMENDATIONS**

- 13.1 It is recommended that Council (a) confirm the appointment of Mrs Penny Sharp as Strategic Director Places and (b) approve the deletion of the Deputy Director post.

## **14 BACKGROUND PAPERS**

- 14.1 There are no additional background papers to the report.

## **15 APPENDICES**

- 15.1 None.

A Large Print or Braille Version of this Report is available upon request – Contact 01572 722577.