

## Appointments & Disciplinary Committee

Meeting of held on Friday, 4 October 2024 at 10.00 am in Room 1.23, Bernard Weatherill House

### MINUTES

**Present:** Mayor Jason Perry (Chair);  
Councillor Jason Cummings, Stuart King, Callton Young, Amy Foster, Maria Gatland

**Apologies:** Councillor Lynne Hale, Enid Mollyneaux

### PART A

50/24 **Apologies for Absence**

Cllr Hale and Cllr Mollyneaux had given apologies, with Cllr Gatland and Cllr Foster attended the meeting as reserve members respectively.

51/24 **Disclosure of Interests**

Members confirmed that their entries on the Council's register of interests were up to date and that they had no further disclosures to make.

52/24 **Any Urgent Items**

With regards to meeting arrangements, the Chair agreed that Debbie Jones, Corporate Director for CYP & Education could provide a briefing under Part B (as new agenda item8) regarding social worker practice to help further inform the recruitment process.

53/24 **Appointment to the post of Corporate Director of Children, Young People & Education**

Katherine Kerswell, Chief Executive and Dean Shoesmith, Chief of People, presented the report to the Committee.

As detailed in the report, the Committee at the 30<sup>th</sup> July 2024 meeting the payment of a special occupational scarcity allowance of £14,853 per year for this role, given the market and below market rate of the then proposed salary.

This was subject to the council's market supplement market policy being amended to include a scarcity allowance. The Committee was informed that the Chief Executive had subsequently exercised the decision to amend using her delegated powers.

The CE outlined that the position was a key appointment to the Corporate Management Team and a statutory post – a critical appointment as Croydon also had the highest number of children and young people of any London Borough.

Whilst the post was leading CYP social care, the role's Education responsibilities could further expand as the new government was looking at reinstating some additional powers related to Education to local authorities.

It was noted that CYP/Education directorate had the largest number of staff and was presented with the challenge of balancing critical safeguarding responsibility with balancing budget pressures.

Cllr King supported the recommendations and was noted the updated Pay Policy would be received at Dec 2024 Full Council. It was also highlighted the report used inconsistent terms e.g., 'special allowance payment' and 'special occupancy scarcity allowance'. This would be corrected by officers for the Council meeting.

The Committee **RESOLVED** to:

2.1) Agree the salary package for the post of Corporate Director of Children, Young People & Education Grade 5, £151,131-£160,147 per annum plus special allowance payment to a maximum of £175,000 total annual remuneration. See section 3.3 below

2.2) Undertake the selection for and agree an appointment to the post Corporate Director of Children, Young People & Education from the candidate(s) detailed in the Exempt/Part B Appendix B attached to this report.

2.3) Note that any appointment will be subject to the appointment notification process set out in section 3.3 of part 4J of the Council's Constitution (Staff Employment Procedure Rules).

54/24

### **Exclusion of Press and Public**

Due to the need to consider remaining agenda items as Part B including Part B minutes of the meeting held on the 13<sup>th</sup> September 2024, the following motion was proposed:

The Executive Mayor Perry moved, to exclude the press and public for the remainder of the meeting. "That, under Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following items of business on the grounds that it involves the likely disclosure of exempt information falling within paragraphs 1 and 2 as indicated in Part 1 of Schedule 12A of the Local Government Act 1972, as amended". This was seconded and agreed.

The Part A open meeting stopped broadcasting and moved to confidential session.

55/24

**Minutes (Part B) of the Previous Meeting**

Item Considered under Part B

56/24

**Appendix 2 (Part B) - Appointment to the post of Corporate Director of Children, Young People & Education**

Item Considered under Part B