

Appointments Committee Agenda



To: Councillor Tony Newman (Chair)

Councillors Hamida Ali, Simon Hall, David Wood, Simon Brew and Robert Ward

A meeting of the **Appointments Committee** which you are hereby summoned to attend, will be held on **Tuesday, 28 May 2019 at 9.00 am in F11 - Town Hall, Katharine Street, Croydon, CR10 1NX**

JACQUELINE HARRIS BAKER
Council Solicitor and Monitoring Officer
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Friday, 17 May 2019

PLEASE NOTE THAT THE GREAT MAJORITY OF THE BUSINESS TO BE DISCUSSED AT THS MEETING WILL BE CONFIDENTIAL AND THEREFORE WILL BE CONDUCTED IN PART B OF THE AGENDA.

N.B This meeting will be paperless. The agenda can be accessed online at www.croydon.gov.uk/meetings

AGENDA – PART A

1. Apologies for Absence

To receive any apologies for absence from members of the Committee

2. Disclosure of Interest

In accordance with the Council's Code of Conduct and the statutory provisions of the Localism Act, Members and co-opted Members of the Council are reminded that it is a requirement to register disclosable pecuniary interests (DPIs) and gifts and hospitality to the value of which exceeds £50 or multiple gifts and/or instances of hospitality with a cumulative value of £50 or more when received from a single donor within a rolling twelve month period. In addition, Members and co-opted Members are reminded that unless their disclosable pecuniary interest is registered on the register of interests or is the subject of a pending notification to the Monitoring Officer, they are required to disclose those disclosable pecuniary interests at the meeting. This should be done by completing the Disclosure of Interest form and handing it to the Democratic Services representative at the start of the meeting. The Chair will then invite Members to make their disclosure orally at the commencement of Agenda item 3. Completed disclosure forms will be provided to the Monitoring Officer for inclusion on the Register of Members' Interests.

3. Urgent Business (if any)

To receive notice from the Chair of any business not on the Agenda which should, in the opinion of the Chair, by reason of special circumstances, be considered as a matter of urgency.

4. Appointment to Director of the Violence Reduction Network (Pages 5 - 14)

For Members to undertake the shortlisting and interview process to appoint to the role of Director of the Violence Reduction Unit.

5. Exclusion of the Press and Public

The following motion is to be moved and seconded where it is proposed to exclude the press and public from the remainder of a 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 those paragraphs indicated in Part 1 of Schedule 12A of the Local Government Act 1972, as amended.”

6. Appointment to Director of the Violence Reduction Unit (Part B)

For Members to undertake the shortlisting and interview process to appoint to the role of Director of the Violence Reduction Unit.

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Agenda Item 4

REPORT TO:	APPOINTMENTS COMMITTEE 28 May 2019
SUBJECT:	APPOINTMENT TO DIRECTOR OF VIOLENCE REDUCTION NETWORK
LEAD OFFICER:	Executive Director for Place
CABINET MEMBER:	Councillor Hamida Ali
WARDS:	All
CORPORATE PRIORITY/POLICY CONTEXT: The Council's management structure.	
FINANCIAL SUMMARY: The salary cost of this post is contained within the existing 2019/20 budget.	

1. RECOMMENDATIONS

- 1.1 Agree candidate selection for interview and subsequently agree an appointment to the post of Director of Violence Reduction Network from the candidate(s) detailed in the Part B appendices to the agenda (to follow).
- 1.2 Note the salary for this role has been assessed and agreed at £98,838 per annum
- 1.3 Any appointment to be subject to the appointment notification process as set out in section 3.4 of part 4J of the Council's Constitution (Staff Employment Procedure Rules).

2. EXECUTIVE SUMMARY

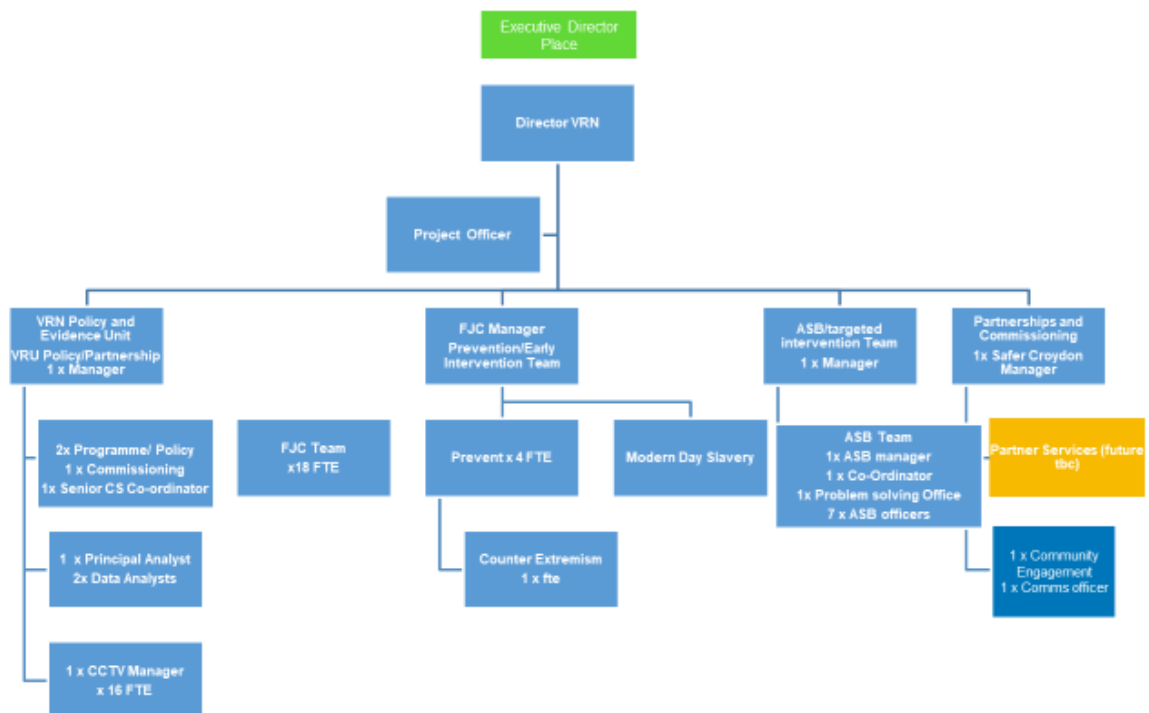
- 2.1. This report seeks the Committee's approval to undertake the selection for the post of Director of Integration and Innovation.

3. DETAIL

- 3.1 A review of community safety was undertaken in November 2018 and it was agreed that the Council create a Violence Reduction Network. Other commitments include continuing to prioritise tackling domestic and sexual abuse, tackling anti-social behaviour, working with local communities, upgrading the CCTV network, becoming a lead borough in tackling modern slavery and keeping young people safe.
- 3.3 Following a formal consultation process on the structure and service design of the Violence Reduction Unit. It is proposed to create a new Director post to lead the

Violence Reduction Network reporting to the Executive Director of Place. This post will design, implement and manage the transition to the new public health approach to violent crime and emerging modern day slavery priorities. The post holder will work directly with the Cabinet member for Safer Croydon and Communities, the Leader of the Council, and senior figures in London and national government and other agencies.

- 3.4 The post holder will have direct management responsibility for the services as set out below, but will also have a partnership management responsibility for police, partner and community organisations and interventions which form part of the wider public health approach to violent crime.



4 LOCALISM ACT 2011 AND PAY POLICY

- 4.1 Following the decision of the Annual Council meeting on 03 June 2014, the Appointments Committee has delegated responsibility for approving appointments beyond the threshold specified in statutory guidance issued by the Secretary of State under section 40 of the Localism Act 2011. The statutory guidance is that elected Members should be given an opportunity to vote before: salary packages upon appointment at or above a specified threshold are offered; and severance packages at or beyond a specified threshold are approved for staff leaving the Council's employment. For both these purposes, the specified threshold is currently £100,000 as set by Government.
- 4.2 As set out in the Council's pay policy, directors are appointed on fixed pay points, which are determined locally and subject to local review every two years. The pay policy for 2019/20 agreed by the Council on 27 February 2019 agreed a fixed pay

point for the Director of Violence Reduction Network at £98,838. As this salary package is lower than the specified threshold, the Committee's delegated responsibilities are not engaged and there is no need for the Committee to agree the salary.

4 FINANCIAL AND RISK CONSIDERATIONS

4.1 Revenue and Capital consequences of report recommendations

	Current year*	Future Years		
	2019/2020	2020/21	2021/22**	2022/23**
	£'000	£'000	£'000	£'000
Revenue Budget available	57.655	98.838	98.838	98.838
Effect of decision	57.655	98.838	98.838	98.838
Overspend / (underspend)	0	0	0	0

* the assumption for 2019/120 is that the appointment will be made for 7 months of the financial year, this may vary depending on the availability of the successful candidate.

4.2 The effect of the decision

This is an established post and the budget identified in section 4.1 above has been aligned to the anticipated start date of the successful candidate. The appointment is expected to be effective from 1st September 2019 and the salary costs arising from this decision can be met from the existing 2019/20 budget.

4.3 Risks

There is a risk of being unable to retain the right calibre of person to this role if the salary is not comparable to the market.

4.4 Options

The alternative option of not filling the role; and for not making provision to appoint within the parameters of the Council's agreed Pay Policy Statement, is not considered sustainable or viable option as explained in paragraph 4.3 above.

4.5 Future savings/efficiencies

None identified.

Approved by: Lisa Taylor, Director of Finance, Investment and Risk (S151 Officer)

5 LEGAL CONSIDERATIONS

- 5.1** The Head of Litigation and Corporate Law comments on behalf of the Director of Law and Governance that the Council may appoint such staff as it considers necessary for the proper discharge of its functions on such reasonable terms and conditions, including remuneration, as the Council thinks fit.
- 5.2** The Council's Staff Employment Procedure Rules at Part 4.J of the Constitution provide for a notification process to ensure that the Leader and any other Cabinet Members have no objections to the offer of appointment occurs before an offer of appointment is made to him/her.

Approved by: Sandra Herbert Head of Litigation and Corporate Law on behalf of the Director of Law and Governance and Deputy Monitoring Officer.

6 CUSTOMER, EQUALITIES, HUMAN RIGHTS, FREEDOM OF INFORMATION, DATA PROTECTION CRIME AND DISORDER IMPACT

- 6.1** There are no direct considerations arising from this report.

CONTACT OFFICER: Sue Moorman, Director of Human Resources

APPENDIX A: Job Description – Director, Violence Reduction Unit

BACKGROUND DOCUMENTS: None

Director of Violence Reduction Network, Croydon

This post will lead advice, strategic direction and management with regard to violence reduction and community safety on behalf of the Council, the Safer Croydon Partnership, and in conjunction with local, sub regional and national partners including the Mayor's Office for London, National Probation Service, Ministry of Justice and the Home Office

Reports to: Executive Director Place, Croydon Council

Responsibility for: Family Justice Unit, CCTV service, data hub, Policy and Partnerships Service, Anti-Social Behaviour Unit, PREVENT service.

Job Purpose:

This post will be responsible for the creation and delivery of a new service to support the councils approach to violence reduction by seeking to reduce incidence of violence by tackling root causes, and will be responsible for leading on all work with the objective of shifting Council and partner services to this same new path.

Principal Accountabilities

1. Responsible for the creation and development of a Violence Reduction Unit and the development of a model of delivery that gains a local, sub regional and national reputation for leading edge creativity, excellence and results
2. Leadership of the violence reduction service to ensure that intended outcomes are being achieved through effective management against key performance measures.
3. Providing guidance and support to Elected Members to help them translate their political priorities into initiatives that deliver the intended outcomes for residents.
4. Develop, establish and maintain strong and effective formal and statutory partnerships in the Safer Croydon Partnership to ensure that partners work together in trust and to jointly agreed objectives and action.
5. Builds formal relationships with key stakeholders such as the Local Strategic Partnership, the Youth Justice Board and Safeguarding Boards to ensure they are aware of and deliver their responsibilities with regard to community safety.
6. Establish and maintain strong and effective relationships with local and national key stakeholders to develop multi-agency responses agencies to

reductions in violence work effectively together and in accordance with jointly agreed objectives.

7. Guide and inform local commissioning priorities through the Joint Strategic needs Assessment and the Community Safety Needs Assessment.
8. Produce the Croydon Community Safety Strategy and the Croydon Community Safety Partnership's Strategic Needs Assessment for the Safer Croydon Partnership
9. Develop and deliver effective communications strategies in relation to community safety and violence reduction to reduce the fear of crime and improve perceptions of safety.
10. Have responsibility for development, implementation and delivery of national, regional and local policies, developing inter-agency and interdisciplinary strategic plans and programmes, with delegated Board and organisational authority to deliver key community safety targets and against Home Office, police and Safer Croydon Partnership indicators as appropriate.
11. Take a lead on community safety research within the Directorate, including developing the quality of research and audit within the Directorate and commissioning research, audits and evaluations as required.
12. Leading on service development, evaluation and quality assurance governance in specific areas and for preparing and adjusting action plans in line with changing needs and geographical boundaries.
13. To operate within the governance, financial and legal frameworks of the Council at all times.
14. Ensure equalities is embedded into all aspects of professional and managerial roles, including service delivery and at all times carry out your duties with due regard to the council's policy.
15. Ensure by robust management that the services and staff you are responsible for adhere to the council's health and safety policy and operate within the safety management frameworks.

The list of duties in the job description should not be regarded as exclusive or exhaustive. There will be other duties and requirements associated with your job and, in addition, as a term of your employment you may be required to undertake various other duties as may reasonably be required.

Your duties will be as set out in the above job description but please note that the council reserves the right to update your job description, from time to time, to reflect changes in, or to, your job.

You will be consulted about any proposed changes.

Key Stakeholder Relationships

Internal: Councillors, Corporate Leadership Team, Place Management Team, Director of Public Health, and Council Directors

External: Secretary of State, Government Departments, National Consultation Groups, Strategic Partners, Other Local Authorities, Trade Unions, MPs, Partner Organisations, Police and Regulatory Bodies, Professional Bodies and Voluntary Groups.

Statutory Responsibilities

Ensuring compliance with the Crime and Disorder Act 1998 including production of statutory documents and consultation processes and oversight of Council compliance with s 17 of the Crime and Disorder Act

Political Restrictions

This post is politically restricted and under the Local Government and Housing Act 1989, as amended by the Local Democracy, Economic Development and Construction Act 2009 and the post holder may not have any active political role either in or outside the work. This provision is enacted by the insertion of Schedule 5 of the 2012 Health & Social Care Act.

Delegated Authority

The post holder is required to be on call as part of an on-call rota.

Person Specification - Director of Violence Reduction Unit

Specific Minimum Qualifications and Expertise

- A professional or management qualification or educated to degree level or demonstrable equivalent experience.
- Evidence of continuing professional development, leadership and personal

Experience

- Significant senior management experience in the provision of community safety within a multi-cultural urban community.
- Proven ability to lead a strategic team at a similar level through customer services and leadership capability
- A successful track record and background of consistent achievement at senior management level in a local authority or large complex organisation.
- Demonstrable experience and high level of understanding of community safety practice, the legislative and regulatory regimes related to the entire community safety area, and the prevention agenda in a local authority context.
- Demonstrable excellence in team management and service delivery in relation to the provision of services that achieve successful outcomes.
- Experience of working in complex political and social environments
- Experience of working in partnership with a wide range of internal and external stakeholders / bodies including statutory bodies and organisations

Knowledge and Skills

- High level of communication skills to persuade and engage audiences and form positive relationships at all levels (internally and externally).
- Ability to work in a collaborative way to transform service delivery including the ability to manage internal departmental relationships
- A visionary and transformational leader with a full understanding of relationships and culture of organisations that impact on the wider determinants of health as well as health service.
- Evidence of being a strong corporate player who will lead, motivate and inspire their teams and build a high performing culture.
- Ability to work effectively across a range of service disciplines and with a range of people.
- Expertise in data analytics and targeting work in relation to identified needs.
- Commitment to the Council's core value and objectives

Corporate Values

Our values are the base of every job role within Croydon – our values are fundamental in everything we do as a Local Authority. You are required to demonstrate a commitment to our corporate values and this will be assessed using the criteria below:



One Team: To cross boundaries to work together towards shared goals with colleagues, partners and communities

- You are strategically innovative in your approach to building and maintaining partnerships and you and your teams act in a joint enterprise with them. You use your contacts and colleagues to bring teams together.

Proud to Serve: We strive to always do our best for the community, getting the most from limited resources and using taxpayers' money wisely

- You are proud to be part of the wider Croydon and the contribution you and your teams make to it. You make a difference to people's lives through engagement and you strive to get the best possible value for money for customers.

Honest and Open: We work hard to build trust by treating everyone with honesty and integrity

- You think through who needs to understand to demonstrate and explain clearly. You take people's views into account continuously. You trust people, colleagues and staff, to do their best and deal with any issues positively.

Taking Responsibility: We encourage and support each other to take responsibility and show what we can do, learning together and recognising each other's contributions

- You are clear where formal accountability lies and where we can all take responsibility for results. You praise your colleagues for their efforts and ideas and thank them for their contributions.

Valuing Diversity: We make the most of the many perspectives that make Croydon distinctive

- You treat all staff and customers with equal value and respect. In everything you do, you make good use of the wide variety of background, skills and perspective your teams, the Council and the community.

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