

Corporate PDS Panel – 3rd February 2020

Nicolette Boater Questions and responses

Q1. Inclusiveness (especially that of the local community), working in partnership across sectors and cultural change, are central to delivering the Council's 2020-2024 Corporate Strategy. In view of this, can you confirm that any new posts being created as a result of the investments proposed in the 2020/2021 budget will be advertised externally and scoped so as to attract an experientially, cognitively and demographically diverse range of applicants?

All recruitment carried out by the Council follows the Council recruitment policy. All posts are advertised externally after they have been circulated to any existing staff who are been considered for redeployment on grounds of redundancy, we will sometimes also consider internal secondments. The job descriptions and person specifications will reflect the requirements of the Council.

Q2. Delivering the Council's March 2019 Climate Emergency pledge will require leaders able to navigate change and disruption, nurture innovation and effect system change, as well as deliver "business as usual". Has the Council considered using its apprenticeship levy to fund leadership training aimed at the former?

The Council reported its People Strategy to this panel in September last year. The officer highlighted the expansion of our apprenticeship programme to 92 individuals and detailed work around a cohort of MBA delegates who we are working with on suitable cross organisational and discipline projects