

Bath & North East Somerset Council

MEETING:	Restructuring Implementation Committee	AGENDA ITEM NUMBER
DATE:	1 July 2021	
TITLE:	Head of Legal & Democratic Services appointment	
WARD:	ALL	
REPORT OF DIRECTOR OF PEOPLE & POLICY		

1 THE ISSUE

1.1 To seek the Committee's recommendation to Council for the appointment to the post of Head of Legal & Democratic Services.

2 RECOMMENDATION

2.1 That the Chief Executive be given delegated authority to write the report on behalf of the RIC to recommend to Council on 22 July 2021 the name of the individual to be appointed to the post of Head of Legal & Democratic Services.

3 FINANCIAL IMPLICATIONS

3.1 The post has been costed as part of the new senior leadership structure in place from 1 April 2021.

4 THE REPORT

4.1 The Chief Executive launched consultation on a new senior management structure on 12 January 2021, in accordance with the B&NES Organisational Change Policy. This consultation ended on 1 February. The new structure includes 9 Director level posts and the new post of Head of Legal & Democratic Services.

4.2 The Head of Legal & Democratic Services = post was advertised externally in May/June 2021 with a closing date of Wednesday 16 June 2021.

4.3 4 applications were received by the closing date (4 male). Of these, 3 applicants have been shortlisted and invited to a two-part virtual selection process on Wednesday 30 June 2021.

4.4 The applications are included in Appendix 1 which is exempt.

4.5 The RIC forms the interview panel, Chaired by Councillor Kevin Guy, Leader of the Council, with Cllr Alastair Singleton, Cllr Richard Samuel, Will Godfrey (Chief Executive) and Cherry Bennett (Director of People & Policy) in attendance, to interview each candidate and consider feedback from the two-part process.

4.1 The RIC will make a recommendation to Council on 22 July 2021.

5 EQUALITIES AND RISK MANAGEMENT

4.6 The Recruitment and Selection Policy was the subject of full Risk Assessment at the time it was adopted by the Council.

4.7 The RIC will ensure, as far as possible, that a diverse range of applicants is considered for the post.

4.8 All applicants will be treated fairly and in accordance with the Council's policy.

6 ADVICE SOUGHT

6.1 The Council's Chief Executive has had the opportunity to input to this report and has cleared it for circulation.

Contact person	<i>Cherry Bennett (Tel: 01225 477203)</i>
Background papers	None
Please contact the report author if you need to access this report in an alternative format	