

## CEREDIGION COUNTY COUNCIL

**Report to:** Council

**Date of meeting:** 20<sup>th</sup> April 2023

**Title:** Notification of appointment of interim Corporate Lead Officers

**Purpose of the report:**

- a) To notify Council of the appointment of:
  - An interim Corporate Lead Officer: Lifelong Learning, for a maximum of a 2 year period;
  - An interim Corporate Lead Officer: Schools, for a maximum of a 2 year period;
- b) To notify Council of the extension for a maximum period of 6 months of the engagement of an Interim Corporate Lead Officer - Porth Cynnal and Statutory Director of Social Services, from 18<sup>th</sup> April 2023.

**For:** Information

**Cabinet Portfolio and  
Cabinet Member:** Councillor Bryan Davies  
Leader of the Council

**a) Appointment of Interim Corporate Lead Officer: Lifelong Learning (and statutory Chief of Education) and Interim Corporate Lead Officer: Schools (and Deputy Chief of Education)**

Mrs Meinir Ebbsworth, Corporate Lead Officer: Schools (and statutory Chief Education Officer) will shortly be leaving the Authority to take up the role of Director of the National Centre for Learning Welsh.

Members will be aware, following a briefing with the Chief Executive, that this has provided an opportunity to divide the role into two new temporary roles. This will increase capacity as the Council continues to tackle the education reform agenda and enable us to bring some aspects of wellbeing and inclusion back under a revised Schools and Lifelong Learning Service. The financial implications of dividing the role in this way will be fully met from the service's non-delegated budget and will have no effect on the delegated budgets of schools.

The two roles are:

- Corporate Lead Officer: Lifelong Learning (and statutory Chief Education Officer);
- Corporate Lead Officer: Schools (and Deputy Chief Education Officer).

### **Recruitment Process**

The recruitment process undertaken for the Interim Corporate Lead Officer: Lifelong Learning and Interim Corporate Lead Officer: Schools was as follows:

1. Members' Briefing session held 17<sup>th</sup> March 2023;
2. To request applications/expressions of interest for the 2 posts from within the Council and School staff;
3. To offer the roles for a maximum of 24 months on a secondment basis, with a formal review of the arrangements after 18 months;
4. Three Elected Members to be used as an Appointments Panel, which were:
  - Cllr. Bryan Davies (Group Leader – Plaid Cymru);
  - Cllr. Gareth Lloyd (Group Leader – Independents);
  - Cllr. Elizabeth Evans (Group Leader – Liberal Democrats);
5. The interviews took place on 17<sup>th</sup> April 2023;
6. Council to be notified of the appointment of the successful candidate in the Council meeting to be held 20<sup>th</sup> April 2023.

### **Appointment of Interim Corporate Lead Officer: Lifelong Learning (and statutory Chief Education Officer) (secondment)**

The Committee interviewed the qualified applicant on 17<sup>th</sup> April 2023.

The Committee considered answers provided by the candidate and advice was forthcoming from Eifion Evans, Chief Executive; Barry Rees, Corporate Director; and James Starbuck, Corporate Director.

Following consideration and a vote, the Committee resolved that Mrs Elen James be appointed Corporate Lead Officer: Lifelong Learning (and Chief Education Officer) on the basis of a two-year secondment to commence as soon as possible after 15<sup>th</sup> May 2023, following appointment of the replacement for her current post; on a salary of £85,381, the third incremental point on the Corporate Lead Officer A2 pay scale (pay award pending).

Following Mrs James' appointment, the same process will shortly commence for the appointment of an interim Corporate Lead Officer: Porth Cymorth Cynnar.

### **Appointment of Interim Corporate Lead Officer: Schools (and Deputy Chief Education Officer) (secondment)**

The Committee interviewed the qualified applicant on 17<sup>th</sup> April 2023.

The Committee considered answers provided by the candidate and advice was forthcoming from Eifion Evans, Chief Executive, Barry Rees, Corporate Director and James Starbuck, Corporate Director.

Following consideration and a vote, the Committee resolved that Mr Clive Williams be offered the post of Corporate Lead Officer: Schools (and Deputy Chief Education Officer), on the basis of a two-year secondment to commence on 15<sup>th</sup> May 2023, or as soon as possible thereafter, on a salary of £80,275, the fourth incremental point on the Corporate Lead Officer A1 pay scale (pay award pending).

**b) Extension of the engagement of the Interim Corporate Lead Officer - Porth Cynnal and Statutory Director of Social Services for a maximum period of 6 months**

In October 2022, Council was notified of the engagement of Ms Audrey Somerton-Edwards services as Interim Corporate Lead Officer - Porth Cynnal and Statutory Director of Social Services on an agency basis for a 6-month period from 17 October 2022.

The process for the recruitment of the permanent Corporate Lead Officer - Porth Cynnal and Statutory Director of Social Services has commenced, and a Shortlisting Committee and Special Council will be convened in due course. In the interim however, it is critical that the Council has a Statutory Director of Social Services to ensure compliance with Section 144 of the Social Service and Well-being (Wales) Act 2014.

On this basis, the engagement of Ms Audrey Somerton-Edwards services as Interim Corporate Lead Officer - Porth Cynnal and Statutory Director of Social Services on an agency basis will be extended for a maximum period of a further 6 months, from 18<sup>th</sup> April 2023.

**Has an Integrated Impact Assessment been completed?** No – not a Policy or service change.  
**If, not, please state why**

**Wellbeing of Future Generations:**

**Summary:**  
**Long term:** N/A  
**Integration:** N/A  
**Collaboration:** N/A  
**Involvement:** N/A  
**Prevention:** N/A

**Recommendation(s):**

- a) **To note the appointment of the following:**
  - **Mrs Elen James as interim Corporate Lead Officer: Lifelong Learning for a maximum 2 year period, to commence as soon as possible after 15<sup>th</sup> May 2023, following the appointment of a replacement for her current post; on a salary of £85,381 (the third incremental point on the Corporate Lead Officer A2 pay scale).**
  - **Mr Clive Williams as interim Corporate Lead Officer: Schools for a maximum period of 2 years, from 15<sup>th</sup> May, or as soon as possible thereafter, on a salary of £80,275 (the fourth incremental point on the Corporate Lead Officer A1 pay scale).**
  
- b) **To note the extension of the engagement of Ms Audrey Somerton-Edwards' services as Interim Corporate Lead Officer - Porth Cynnal and Statutory Director of Social Services on an**

agency basis for a maximum of a further 6 month period, from 18<sup>th</sup> April 2023.

**Reasons for decision:** To notify Council of the following:

- **appointment of an interim Corporate Lead Officer: Lifelong Learning (and statutory Chief Education Officer)**
- **appointment of an interim Corporate Lead Officer: Schools (and Deputy Chief Education Officer)**
- **Extension of the engagement of an Interim Corporate Lead Officer - Porth Cynnal and Statutory Director of Social Services for a maximum period of 6 months.**

**Overview and Scrutiny:** N/A

**Policy Framework:** Council's Constitution

**Corporate Well-being Objectives:** To support the delivery of the Council's Well-being Objectives:

- Boosting the Economy, Supporting Businesses and Enabling Employment
- Creating Caring and Healthy Communities
- Providing the Best Start in Life and Enabling Learning at All Ages
- Creating Sustainable, Green and Well-connected Communities.

**Finance and Procurement implications:** Within service budgets.

**Legal Implications:** None

**Staffing implications:** Appointment of the following for a maximum period of 2 years:

- Interim Corporate Lead Officer: Lifelong Learning (and statutory Chief Education Officer)
- Interim Corporate Lead Officer: Schools (and Deputy Chief Education Officer)
- Extension of the appointment of the Interim Corporate Lead Officer - Porth Cynnal and Statutory Director of Social Services for a maximum period of 6 months.

**Property / asset implications:** None

**Risk(s):**

- Failure to appoint a Statutory Chief Education Officer will result with the Council not complying with Section 532 of the 1996 Education Act, which will alert the Education Regulator, Estyn.

- Failure to appoint to a Statutory Director of Social Services will result in the Council not complying with Section 144 of the Social Service and Well-being (Wales) Act 2014, which will alert Care Inspectorate Wales, the social care sector Regulator.

**Statutory Powers:**

- Local Government and Housing Act 1989;
- Section 532 of the 1996 Education Act;
- Section 144 of the Social Service and Well-being (Wales) Act 2014.

**Background Papers:**

Council report – 20<sup>th</sup> October 2022

**Appendices:**

None.

**Reporting Officer:**

Eifion Evans, Chief Executive

**Date:**

18<sup>th</sup> April 2023