

TITLE	Appointment of Interim Director of Children's Services
FOR CONSIDERATION BY	The Special Council Executive Committee on 29 March 2012
WARD	None Specific
STRATEGIC DIRECTOR	Andy Couldrick, Interim Chief Executive
LEAD MEMBERS	David Lee, Leader of Council Rob Stanton, Executive Member for Children's Services Julian McGhee-Sumner, Executive Member for Health and Wellbeing

OUTCOME / BENEFITS TO THE COMMUNITY
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The interim appointment will provide the necessary safeguards and assurance as to the discharge of the Council's statutory Children's Services functions
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RECOMMENDATION

Members are recommended to approve the interim appointment of Pauline Maddison to the Director of Children's Services role.

SUMMARY OF REPORT

The report sets out the requirement to have the statutory Director of Children's Services (DCS) role filled while the substantive post-holder is acting as Interim Chief Executive
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Background

Andy Couldrick, the Council's Director of Children's Services (DCS) has been appointed Interim Chief Executive for up to 12 months. Initially it was proposed he would continue to exercise the statutory DCS accountabilities for the interim period.

Statutory Guidance has recently been published by the Department for Education setting out the requirements for the DCS role, and it precludes the proposed arrangement.

In addition, it is now likely that OFSTED will return to inspect Children's Services as they did in 2010, possibly as early as May 2012, much earlier than the previous inspection framework proposed.

For these reasons, it is deemed appropriate to re-establish, on an interim basis, the discreet dedicated DCS function, to add assurance to the Council and to add capacity to the Leadership Team in Children's Services, who are leading major ongoing system change and improvement work following the service's emergence from Government intervention.

Candidates were interviewed, by the Interim CE, a Strategic Director and Lead Member, and the post has been offered to Pauline Maddison. Ms Maddison is an experienced DCS, working in London boroughs, and has also worked for Government Office, supporting service improvement in a number of councils. She is an able and experienced Director.

Analysis of Issues

The proposed arrangement will provide assurance to the Interim CE, Leader and Lead Member that the statutory Children's Services functions for which the Council is accountable continue to be strongly led and managed, and that the improvement trajectory, identified by OFSTED in its last inspection is maintained.

FINANCIAL IMPLICATIONS OF THE RECOMMENDATION

	How much will it Cost/ (Save)	Is there sufficient funding – if not quantify the Shortfall	Revenue or Capital?
Current Financial Year (Year 1)	N/A	N/A	N/A
Next Financial Year (Year 2)	c. £90k	Yes (vacant DCS post)	R
Following Financial Year (Year 3)			

Cross-Council Implications

This appointment will add corporate leadership capacity as well as focused Children's Services expertise

List of Background Papers
None

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Date 14 March 2012	Version No.