

Notice of Meeting

Council

Councillor Bhandari (Mayor) Councillor Mrs L Gibson (Deputy Mayor) Councillors Allen, Angell, Atkinson, Dr Barnard, Bettison OBE, Bidwell, D Birch, Mrs Birch, Brossard, Brown, Brunel-Walker, Dudley, Finch, Ms Gaw, Gbadebo, MJ Gibson, Green, Mrs Hamilton, Harrison, Mrs Hayes MBE, Ms Hayes, Heydon, Mrs Ingham, Kennedy, Kirke, Leake, Mrs Mattick, Mrs McKenzie, Mrs McKenzie-Boyle, McLean, Ms Merry, Mossom, Neil, Parker, Porter, Skinner, Temperton, Turrell, Virgo and Wade



Wednesday 22 June 2022, 6.30 - 7.15 pm

**Council Chamber - Time Square, Market Street, Bracknell,
RG12 1JD and online via Microsoft Teams**

Timothy Wheadon
Chief Executive

Agenda

***All councillors at this meeting have adopted the Mayor's Charter
which fosters constructive and respectful debate.***

Item	Description	Page
1.	Apologies for Absence	
2.	Declarations of Interest	
	<p>Members are asked to declare any disclosable pecuniary or affected interests in respect of any matter to be considered at this meeting.</p> <p>Any Member with a Disclosable Pecuniary Interest in a matter should withdraw from the meeting when the matter is under consideration and should notify the Democratic Services Officer in attendance that they are withdrawing as they have such an interest. If the Disclosable Pecuniary Interest is not entered on the register of Members interests the Monitoring Officer must be notified of the interest within 28 days.</p> <p>Any Member with an affected Interest in a matter must disclose the interest to the meeting. There is no requirement to withdraw from the meeting when the interest is only an affected interest, but the Monitoring Officer should be notified of the interest, if not previously notified of it, within 28 days of the meeting.</p>	
3.	Appointment of Chief Executive	3 - 6
	<p>To advise the Council of the outcome of the recruitment process to recruit a new Chief Executive and ask for their agreement to appoint the preferred candidate.</p>	

EMERGENCY EVACUATION INSTRUCTIONS

If you hear the alarm, leave the building immediately. Follow the green signs. Use the stairs not the lifts. Do not re-enter the building until told to do so.

Sound recording, photographing, filming and use of social media is permitted. Please contact Kirsty Hunt, 01344 353108, kirsty.hunt@bracknell-forest.gov.uk, so that any special arrangements can be made.

Published: 14 June 2022

EMERGENCY EVACUATION INSTRUCTIONS

If you hear the alarm, leave the building immediately. Follow the green signs. Use the stairs not the lifts. Do not re-enter the building until told to do so.

To: Council
22 June 2022

RECRUITMENT OF CHIEF EXECUTIVE OFFICER Executive Director of Resources

1 Purpose of Report

- 1.1 The Appointment Committee have undertaken the recruitment process with support from the recruitment agency, Gatenby Sanderson, and a preferred candidate has been selected for appointment. By law the decision to appoint a new Chief Executive is reserved to full Council. This legal requirement is reflected in the Council's Constitution.

2 Recommendations

- 2.1 That candidate include in Appendix A (to follow) is appointed Chief Executive with effect from (Date tbc).

3 Reasons for Recommendations

- 3.1 To advise the Council of the outcome of the recruitment process to recruit a new Chief Executive and ask for their agreement to appoint the preferred candidate.

4 Alternative Options Considered

- 4.1 To appoint one of the other short-listed candidates. However, the candidate submitted has selected by the Member Appointment committee following a robust interview process.

5 Supporting Information

- 5.1 At the Council meeting on 23 February 2022 the Members appointed the Chief Executive Appointment Committee to assist the Council with the recruitment process for a new Chief Executive. The Appointment Committee was made up of 6 Councillors which included the following Members:

- Leader of the Council
- Chair of Employment Committee
- Vice Chair of Employment Committee
- Executive Member for Children, Young People & Learning
- Executive Member for Adult Services, Health and Housing
- Leader of the Labour Group

- 5.2 A number of meetings took place with the Appointment Panel including the commissioning of a recruitment agency, Gatenby Sanderson, to support the recruitment programme. National advertising and recruitment search provided a wide field of applicants to be considered

5.3 **Long-listing 25 May 2022**

The long listing was undertaken by the Appointment Panel following the report received from Gatenby including 23 applications. The long list was confirmed consisting of 12 applications.

5.4 **Short-listing 10 June 2022**

The panel completed shortlisting of which resulted in 5 people being selected for interview

5.5 **Stakeholder Interviews 13 June 2022**

Stakeholder Panel interviews were held for the 5 applicants. The panels consisted of:

Corporate Management Team and Borough Solicitor
Non-Executive Member Panel
Partners Panel
Existing Chief Executive

The Appointment Panel received feedback from all panel sessions with the objective to consider whether the candidates should be called back for final interviews. One candidate withdrew part way through the process due to illness.

A further councillor engagement session was held for councillors to meet all candidates in an informal setting. Feedback was requested from those present and considered by the Appointment Panel.

5.6 **Appointment Panel interviews – 14 June 2022**

Final Interviews were held with the Appointment Panel which included a presentation and number of questions to the four candidates. Psychometric profiling was also undertaken on all applicants for the panel to consider. Following these activities, the panel considered all the evidence gathered against the specification for the role and a preferred candidate was selected for appointment.

5.7 The preferred candidate has a notice period of tbc months, so will not be in post until tbc

5.8 The Executive Members will have been given the opportunity to raise any objections to the appointment.

6 Consultation and Other Considerations

Legal Advice

6.1 The Appointment Committee is responsible for undertaking the recruitment process of the designated Head of Paid Service (Chief Executive) and recommending the appointment to Council

The Local Authorities (Standing Orders) (England) (Regulations) 2001 (as amended) set out the requirements for appointing a Head of Paid Service (Chief Executive). These requirements are also set out in Part 4/Section 12 of the Council's Constitution.

A proposed appointment of a Head of Paid Service must be notified to Executive Members, who will have the opportunity to raise any objections. The appointment must be approved by full Council as is currently proposed.

Financial Advice

- 6.2 Not considered for this paper.

Other Consultation Responses

- 6.3 No further consultation.

Equalities Impact Assessment

- 6.4 The recruitment processes has complied with Council responsibilities for meeting equalities legislation.

Strategic Risk Management Issues

- 6.5 Failure to appoint a new chief executive through this recruitment process will require interim arrangements to fulfil the role of Head of Paid Service in the Council.

Climate Change Implications

- 6.6 The recommendations in Section 2 above are expected to have no impact on emissions of CO₂

Health & Wellbeing Considerations

- 6.7 No health and wellbeing issues identified for the offer of appointment.

Background Papers

None

Contact for further information

Paul Young, Assistant Director HR and Organisational Development
01344 354060
Paul.young@bracknell-forest.gov.uk

This page is intentionally left blank