

BRISTOL CITY COUNCIL

HUMAN RESOURCES COMMITTEE

22 July 2021

Report of: Director of Workforce and Change

Title: Selection Committee – size and composition

Ward: N/A

Officer Presenting Report: Mark Williams, Head of Human Resources

Contact Telephone Number: 07795 446270

RECOMMENDATION

That the committee recommends to Full Council that the Selection Committee is reduced from 9 to 6 members.

Summary

The reports seeks the committee's approval to recommend to Full Council a reduction in the size of the Selection Committee.

The significant issues in the report are:

- As currently constituted, the Selection Committee has 9 members. This is considered to be too large a committee to undertake the effective recruitment and selection of senior leaders.
- A reduction to 6 members will mean that the committee remains politically balanced.

1. Policy

The recruitment and selection of Directors, Executive Directors and the Chief Executive are made by the Selection Committee in accordance

with the Council's constitution and officer employment rules. Full Council determines the size of the Selection Committee.

2. Consultation

2.1 Internal

The proposed change has been discussed and agreed with the Party Group Whips.

2.2 External

Not applicable

3. Context

- 3.1 At the Annual Meeting of the Council held on 25th May 2021, the selection committee was established as a 9 member committee. This has been the subject of recent review by officers and discussion with Party Group Leads on the committee.
- 3.2 It is considered that a committee of 9 is too large and above all will not provide a good experience for candidates who are interviewed for senior roles in the organisation.
- 3.3 Reducing the size of the committee by a third to 6 members is considered to be much more appropriate and enables the committee to remain politically balanced.

4. Proposal

That the committee recommends to Full Council that the Selection Committee is reduced from 9 to 6 members.

5. Other Options Considered

- 5.1 The option of retaining the Committee at its currently constituted size was considered but has been discounted for the reasons set out in the report.

6. Risk Assessment

- 6.1 No risks have been identified.

Public Sector Equality Duties

- 7a) Before making a decision, section 149 Equality Act 2010 requires that each decision-maker considers the need to promote equality for persons with the following “protected characteristics”: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation. Each decision-maker must, therefore, have due regard to the need to:
- i) Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010.
 - ii) Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to --
 - remove or minimise disadvantage suffered by persons who share a relevant protected characteristic;
 - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of people who do not share it (in relation to disabled people, this includes, in particular, steps to take account of disabled persons' disabilities);
 - encourage persons who share a protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
 - iii) Foster good relations between persons who share a relevant protected characteristic and those who do not share it. This involves having due regard, in particular, to the need to –
 - tackle prejudice; and
 - promote understanding.
- 7b) An Equality Impact Assessment has not been completed in relation to this report.

Legal and Resource Implications

Legal

The recommendation in relation to the size of the Selection Committee complies with the requirements of Section 15 of the Local Government and Housing Act 1989 and the Local Government (Committee and Political Groups) Regulations.

Legal advice provided by Husinara Jones, Team Leader /Solicitor, 1 July 2021

Financial
(a) Revenue

No financial advice sought.

(b) Capital

None

Land

None

Personnel

None

Appendices: None

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers: None