

Full Council

18 October 2022



Report of: Selection Committee

Title: Appointment of Chief Executive and Head of Paid Service

Ward: Not applicable

Councillor Presenting Report: Councillor Craig Cheney (Chair of Selection Committee)

Recommendation

That Stephen Peacock be appointed to the role of Chief Executive and Head of Paid Service with effect from 21 October 2022 until 30 June 2024.

Summary

The report seeks the agreement of the Full Council to appoint the candidate nominated by the Selection Committee as Chief Executive and Head of Paid Service.

The significant issues in the report are:

- The Council's Constitution requires that the Full Council approves the appointment of the Head of Paid Service before an offer is made to the nominated candidate.
- The pay for the role is set by the Selection Committee within the range specified in the Pay Policy Statement.
- The terms and conditions for the role are set by the Human Resources Committee.



Policy

- 1.** The Selection Committee is responsible for recommending the appointment of the Chief Executive and Head of Paid Service to the Full Council.
- 2.** The pay of the Chief Executive and Chief Officers is set annually by the Full Council through the Pay Policy Statement.
- 3.** The terms and conditions of the Chief Executive and Chief Officers are set by the Human Resources Committee.

Consultation

4. Internal

The “Executive Objections Procedure” (Annex 1 to the Officer Employment Rules within the Council’s Constitution) has been followed.

5. External

Not applicable.

Context

- 6.** The current Chief Executive will be leaving Bristol City Council for another role in October 2022. An internal recruitment process took place to appoint a Chief Executive and Head of Paid Service to cover the remaining period of the Mayoral administration and preparation for the new Committee system.
- 7.** The Selection Committee met and interviewed shortlisted candidates on 1 September 2022. The decision of the Committee is to recommend Stephen Peacock for the role of Chief Executive and Head of Paid Service.
- 8.** Stephen Peacock is currently employed by the Council on a permanent basis as Executive Director: Growth and Regeneration. He will undertake the role of Chief Executive and Head of Paid Service with effect from 21 October 2022 until 30 June 2024.
- 9.** The Selection Committee agreed the salary to be offered for this role in accordance with the pay range set out in the Council’s Pay Policy Statement 22/23, subject to approval of this appointment by the Full Council.

Proposal

- 10.** That Stephen Peacock be appointed to the roles of Chief Executive and Head of Paid Service with effect from 21 October 2022 for a period up to 30 June 2024.

Other Options Considered

- 11.** None.

Risk Assessment

12. None.

Public Sector Equality Duties

- 13a)** 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.
- 13b)** An equality impact assessment has not been undertaken in relation to this proposal because it concerns an individual.

Legal and Resource Implications

14. Legal

“In accordance with Part II of the Local Authorities (Standing Orders) (England) Regulations 2001, the Council’s Constitution requires that the appointment of the Head of Paid Service must be agreed by Full Council before an offer of appointment is made.”

Advice provided by Husinara Jones (Lawyer), 1 September 2022

15. Financial

(a) Revenue

“Budget for the position exists within the council and remuneration has been approved through the Selection Committee so no further financial comment.”

(b) Capital

“None.”

Advice provided by Olubunmi Kupoluyi (Finance Business Partner), 2 September 2022

16. Land

Not applicable.

17. Personnel

“The Chief Executive and Head of Paid Service vacancy was advertised internally. It is offered with effect from 21 October for a period up to 30 June 2024. The arrangements can be ended earlier, or extended as appropriate. All Selection Committee members have received recruitment and selection training. Advice and quality assurance was received from the Local Government Association. The six-member Selection Committee decided unanimously to recommend the selected candidate as the Council’s Chief Executive and Head of Paid Service on the terms and conditions agreed by the Human Resources Committee.”

Advice provided by James Brereton (Head of Human Resources), 1 September 2022

Appendices:

None.

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers:

None.