

Full Council

12 September 2023



Report of:	Selection Committee
Title:	Extension of Chief Executive and Head of Paid Service appointment
Ward:	n/a
Officer Presenting Report:	Councillor Craig Cheney (Chair of Selection Committee)

Recommendation

That the appointment of Stephen Peacock as Chief Executive and Head of Paid Service is extended until 31 December 2024.

Summary

The report seeks the agreement of Full Council to extend the appointment of Stephen Peacock as Chief Executive and Head of Paid Service until 31 December 2024.

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 Human Resources Committee is responsible for determining the terms and conditions of employment of the Chief Executive and Chief Officers.
2. The Selection Committee is responsible for recommending the appointment of the Head of Paid Service to the Full Council.

Consultation

3. **Internal**
The “Executive Objections Procedure” (Annex 1 to the Officer Employment Rules within the Council’s Constitution) has been followed.
4. **External**
Not applicable.

Context

5. On 18 October 2022, Full Council approved the appointment of Stephen Peacock as Chief Executive and Head of Paid Service from 21 October 2022 until 30 June 2024.
6. At its meeting of 13 July 2023, the Selection Committee agreed an extension to this appointment until 31 December 2024, to cover the remaining period of the Mayoral administration and the transition to the new Committee system.
7. At its meeting of 20 July 2023, the HR Committee approved the terms and conditions for the extension of the appointment until 31 December 2024.

Proposal

8. **That the appointment of Stephen Peacock as Chief Executive and Head of Paid Service is extended until 31 December 2024.**

Other Options Considered

9. None.

Risk Assessment

10. None.

Public Sector Equality Duties

- 11a) 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.
- 11b) An equality impact assessment has not been undertaken in relation to this proposal because it concerns one individual.

Legal and Resource Implications

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), 21 August 2023

Financial

(a) Revenue

The role is provided for within the Councils Revenue Budget.

Advice provided by Olubunmi Kupoluyi (Finance Business Partner -Resources Division), 23 August 2023

(b) Capital

Not applicable.

Land

Not applicable.

Personnel

“The HR implications of the recommendation are as set out in the body of the report.”

James Brereton (Head of Human Resources), 21 August 2023

Appendices:

None.

LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

Background Papers:

None.