

CENTRAL SOUTH CONSORTIUM

JOINT COMMITTEE REPORT

21ST JANUARY 2020

SENIOR LEADERSHIP STRUCTURE

JOINT REPORT OF THE LEAD CHIEF EXECUTIVE AND DIRECTOR OF HUMAN RESOURCES

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1. PURPOSE OF THE REPORT

To seek the Joint Committee's approval to create the post of Deputy Managing Director.

2. RECOMMENDATIONS

- 2.1 To agree that the post of Deputy Managing Director be created;
- 2.2 To authorise the Lead Chief Executive in conjunction with representatives of the five local authorities to appoint to the role of Deputy Managing Director;
- 2.3 In accordance with the host Authority's Change Management Policy agree that the post be advertised internally in the first instance.

3. BACKGROUND

- 3.1 Members will be aware that a formal review of the Consortiums operational model has taken place over the last few months and reports have subsequently been shared with the Joint Committee.
- 3.2 Members will also recall that Clara Seery has now been appointed to the post of Managing Director and that she will take up her role on the 1st March 2020. Now that this key appointment has been made, it is felt necessary to review the management tier below the post of Managing Director.

4. THE DEPUTY MANAGING DIRECTOR ROLE

- 4.1 The current Senior Leadership structure for Central South consists of the Managing Director post and four Senior Lead roles, each dealing with a different element of the Consortium's Business (see Appendix 1). Members will also be aware that since January 2019, that due to two senior people leaving the organisation, a number of interim arrangements have been in place to ensure that the organisation continues to deliver services to the five local authorities and their schools.
- 4.2 However now that the permanent appointment of Ms Seery to the Managing Director role has taken place and as part of the ongoing review of the operational model, it is considered prudent to consider the tier below. As part of that ongoing review discussions have taken place with Ms. Seery, Chief Executives and Directors and it has been identified that to assist the Managing Director in moving the Consortium forward, it would be prudent to create the post of Deputy Managing Director. At this point I would advise Members that prior to 2017, a post similar to that being proposed was part of the Consortium's Senior Leadership structure but the previous holder of the Managing Director post determined in 2017 to remove the role.
- 4.3 Whilst the Deputy Managing Director will of course deputise for the Managing Director role when required, the role itself will be more operational and will concentrate on the day to day management of the Consortium's business, leaving the Managing Director free to review and lead on strategic education matters moving forward. It is proposed that the salary for the Deputy Managing Director role be set at Soulbury points 44 to 47 viz £86,624 to 90,224 (no SPA's will apply) and the cost will be met from within existing budgets.
- 4.4. Should Members be in agreement to create this role, then once an appointment is made, Ms. Seery and the successful candidate will then look at the remaining senior leadership tier and determine an appropriate structure moving forward, which will of course be brought to the Joint Committee for their agreement.
- 4.5 Finally, in terms of the Deputy Managing Director role, if agreed, then in accordance with the host Authority's Change Management process, it is recommended that the post be advertised internally in the first instance.

**Central South Consortium – Senior Leadership Team
(Substantive Structure)**

