



APPOINTMENTS COMMITTEE

6th October 2025 at 9.30am

Present:

Councillor Jackson (in the Chair)
Councillors Beasant, Cracknell, Holland, Humphrey (substitute for Wilson) and Shreeve

Officers in attendance:

- Vicky Leach (Assistant Director People and Organisational Development)
- Rachel Marshall (Executive Member Support Officer)

APT.1 APPOINTMENT OF CHAIRMAN AND DEPUTY CHAIRMAN

It was noted that at the Annual General Meeting of the Council held on 22nd May 2025, Councillor Jackson had been appointed as the Chairman and Councillor Shreeve as the Deputy Chairman of the Appointments Committee for the ensuing Municipal Year.

APT.2 APOLOGIES FOR ABSENCE

Apologies for absence from this meeting were received from Councillor Wilson.

APT.3 DECLARATIONS OF INTEREST

There were no declarations of interest made in respect of any items on the agenda for this meeting.

APT.4 MINUTES

RESOLVED – That the minutes of the Appointments Committee meetings on 7th April 2025 be agreed as a correct record.

APT.5 EXCLUSION OF PRESS AND PUBLIC

RESOLVED – That the press and public be excluded for the following business on the grounds that its discussion was likely to disclose exempt information within paragraph 1 of Schedule 12A of the Local Government Act 1972 (as amended).

APT.6 SUMMARY REPORT OF DISCRETION ON REDUNDANCY

The committee considered a report from the Interim-Chief Executive which provided a summary of redundancies, the discretion applied to redundancy payments, and pension strain payments as listed in the report and accompanying spreadsheet “AC Report 25-26”.

The committee was advised that the Discretions Policy was reviewed annually by the Head of Paid Service, and this should have taken place in April 2025. However, due to changes within the department, this had lapsed but would be carried out as soon as possible with the Interim Head of Paid Service and the outcome reported at the meeting of the Appointments Committee to be held on 13th April 2026.

At paragraph 2.2 of the report, it was noted that ordinarily management of changed budget would not be used for redundancies, and a concern was raised that it was being used to ‘pay-off’ staff and not for driving systemic change which would create savings in years to come. There appeared to be no budget line or breakdown. It was agreed that a written response would be forwarded to members of this committee to provide clarification.

A committee member asked for assurances that the criteria for change management process, including voluntary redundancy, was rigorously applied in all cases and the process followed systematically. It was confirmed that the process was followed, with affected staff placed into consultation. Where several staff could be at risk of redundancy, a member of staff through that process may volunteer for redundancy which then negated the need for a compulsory redundancy.

A committee member requested an understanding of the number of redundancies on the report and asked (as an example) why there were four specialist teachers given compulsory redundancy and whether that service was going to be replaced or deleted. The member questioned whether he should approach the Portfolio Holder or Assistant Director of the respective department. The Chair advised that the query should be raised with the department in question as this aspect was not in the terms of reference for the Appointments Committee.

RESOLVED – That the report be noted in providing transparency of discretion payments and pension strain costs.

NO RESTRICTIONS

There being no further business, the Chair declared the meeting closed at 9.38 a.m.



APPOINTMENTS COMMITTEE

9th February 2026 at 9.00 a.m.

Present:

Councillor Jackson (in the Chair)
Councillors Beasant, Clough, Holland, Shreeve and Wilson.

Officers in attendance:

- Simon Jones (Assistant Director Law and Governance)
- Vicky Leach (Assistant Director People and Organisational Development)
- Paul Windley (Democratic and Scrutiny Team Manager)

APT.11 APOLOGIES FOR ABSENCE

No apologies for absence were received for this meeting.

APT.12 DECLARATIONS OF INTEREST

There were no declarations of interest made in respect of any items on the agenda for this meeting.

APT.13 MINUTES

RESOLVED – That the minutes of the Appointments Committee meetings on 19th January 2026 be approved as a correct record.

APT.14 EXCLUSION OF PRESS AND PUBLIC

RESOLVED – That the press and public be excluded for the following business on the grounds that its discussion was likely to disclose exempt information within paragraph 1 of Schedule 12A of the Local Government Act 1972 (as amended).

APT.15 SENIOR OFFICER LEADERSHIP ARRANGEMENTS

The committee considered a report from the Assistant Director People and Organisational Development on senior officer leadership arrangements.

The committee commented on the recommendations contained within the report and suggested an amendment to the fourth recommendation around organisational risk.

RESOLVED –

1. That an external recruitment process be approved, as set out in the report now submitted, for the post of Chief Executive/Head of Paid Service, designed to balance transparency, speed, and value for money.
2. That it be acknowledged that the Committee's request was not a challenge to the merit or suitability of current interim Chief Executive, but a matter of principle in terms of governance.
3. That it be agreed that stabilising the leadership team was an urgent priority, and that a proportionate recruitment approach was essential.
4. That it be noted that a fully supported external process would be costly, lengthy, and unlikely to result in an appointment before December 2026/January 2027, creating organisational risk.
5. That authority be delegated to the Assistant Director People and Organisational Development, in consultation with the Leader of the Council, to implement and conduct the agreed recruitment process.

There being no further business, the Chair closed the meeting at 9.10 a.m.



SPECIAL APPOINTMENTS COMMITTEE

5th March 2026 at 9.00 a.m.

Present:

Councillor Jackson (in the Chair)
Councillors Beasant, Clough, Cracknell, Holland, Shreeve and Wilson.

Officers in attendance:

- Eve Richardson Smith (Head of Law and Assurance)
- Vicky Leach (Assistant Director People and Organisational Development)
- Louise Hayes (Talent and Engagement Manager)
- Sophie Pickerden (Committee Support Officer)

APT.16 APOLOGIES FOR ABSENCE

No apologies for absence were received for this meeting.

APT.17 DECLARATIONS OF INTEREST

There were no declarations of interest made in respect of any items on the agenda for this meeting.

APT.18 EXCLUSION OF PRESS AND PUBLIC

RESOLVED – That the press and public be excluded for the following business on the grounds that its discussion was likely to disclose exempt information within paragraph 1 of Schedule 12A of the Local Government Act 1972 (as amended).

APT.19 RECRUITMENT AND SELECTION

The committee determined the shortlist for the post of Chief Executive.

RESOLVED –

1. That two candidates recommended be shortlisted for interview for the post of Chief Executive.

2. That the proposed interview questions and scoring system be approved.
3. That the proposed presentation question and scoring system be approved.

There being no further business, the Chair closed the meeting at 9.15am.



APPOINTMENTS COMMITTEE

10th March 2026 at 10.00 a.m.

Present:

Councillor Jackson (in the Chair)
Councillors Beasant, Clough, Cracknell, Holland, Shreeve and Wilson.

Officers in attendance:

- Eve Richardson-Smith (Head of Law and Assurance)
- Victoria Leach (Assistant Director of People and Organisational Development)
- Louise Hayes (Talent and Engagement Manager)

APT.16 APOLOGIES FOR ABSENCE

No apologies for absence were received for this meeting.

APT.17 DECLARATIONS OF INTEREST

There were no declarations of interest made in respect of any items on the agenda for this meeting.

APT.18 EXCLUSION OF PRESS AND PUBLIC

RESOLVED – That the press and public be excluded for the following business on the grounds that its discussion was likely to disclose exempt information within paragraph 1 of Schedule 12A of the Local Government Act 1972 (as amended).

APT.19 RECRUITMENT AND SELECTION

The committee conducted interviews for the post of Chief Executive.

RECOMMENDED TO COUNCIL – That Sharon Wroot be appointed to the position of:

- Chief Executive
- Head of Paid Service (Section 4 LGHA 1989)
- Returning Officer
- Electoral Registration Officer

There being no further business, the Chair declared the meeting closed at 3.00 p.m.