

# Public Document Pack

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**Date:** Wednesday, 12 July 2023

Dear Sir or Madam

**The Employment Committee – Thursday, 20 July 2023, 12.45 pm – Kenn Room**

A meeting of the Employment Committee will take place as indicated above.

The agenda is set out overleaf.

Yours faithfully

Assistant Director Legal & Governance and Monitoring Officer

To: Members of the Employment Committee

Councillors:

Ciaran Cronnelly (Chairperson), Nigel Ashton, Mike Bell, Wendy Griggs, Nicola Holland, Lisa Pilgrim, Michael Pryke, Helen Thornton and Joe Tristram.

**This document and associated papers can be made available in a different format on request.**

## **Agenda**

### **1. Public Participation (Standing Order 17)**

To receive and hear any person who wishes to address the Committee. The Chairperson will select the order of the matters to be heard. Each person will be limited to a period of five minutes. Public Participation Time must not exceed thirty minutes.

Requests to speak must be submitted in writing to the Head of Legal and Democratic Services, or the officer mentioned at the top of this agenda letter, by noon on the working day before the meeting and the request must detail the subject matter of the address.

### **2. Apologies for absence and notification of substitutes**

### **3. Declaration of Disclosable Pecuniary Interest (Standing Order 37)**

A Member must declare any disclosable pecuniary interest where it relates to any matter being considered at the meeting. A declaration of a disclosable pecuniary interest should indicate the interest and the agenda item to which it relates. A Member is not permitted to participate in this agenda item by law and should immediately leave the meeting before the start of any debate.

If the Member leaves the meeting in respect of a declaration, he or she should ensure that the Chairperson is aware of this before he or she leaves to enable their exit from the meeting to be recorded in the minutes in accordance with Standing Order 37.

### **4. Minutes 01 March 2023 (Pages 5 - 8)**

01 March 2023 to approve as a correct record (attached)

### **5. Matters referred by Council, the Executive, other Committees and Panels**

None.

### **6. Exclusion of the press and public**

The Committee will be invited to pass the following resolution –

“(1) That the press, public, and officers not required by the Members, the Chief Executive or the Director, to remain during the exempt session, be excluded from the meeting during consideration of the following item of business on the ground that its consideration will involve the disclosure of exempt information as defined in Section 100I of the Local Government Act 1972.”

Also, if appropriate, the following resolution should be passed –

“(2) That members of the Council who are not members of this Committee be invited to remain.”

**7. Interviews for Director of Children's Services post (exempt item) (Pages 9 - 34)**

The Committee will conduct formal interviews with the shortlisted candidates. Job pack attached. Exempt applications/CVs to follow.

**8. Urgent business permitted by the Local Government Act 1972 (if any)**

Any item of business which the Chairman is of the opinion should be considered at the meeting as a matter of urgency by reason of special circumstances (to be specified in the Minutes). For a matter to be considered as an urgent item, the following question must be addressed:

“What harm to the public interest would flow from leaving it until the next meeting?” If harm can be demonstrated, then it is open to the Chairman to rule that it be considered as urgent. Otherwise the matter cannot be considered urgent within the statutory provisions.

**Exempt Items**

Should the Employment Committee wish to consider a matter as an Exempt Item, the following resolution should be passed -

“(1) That the press, public, and officers not required by the Members, the Chief Executive or the Director, to remain during the exempt session, be excluded from the meeting during consideration of the following item of business on the ground that its consideration will involve the disclosure of exempt information as defined in Section 100I of the Local Government Act 1972.”

Also, if appropriate, the following resolution should be passed –

“(2) That members of the Council who are not members of the Employment Committee be invited to remain.”

**Mobile phones and other mobile devices**

All persons attending the meeting are requested to ensure that these devices are switched to silent mode. The chairman may approve an exception to this request in special circumstances.

**Filming and recording of meetings**

The proceedings of this meeting may be recorded for broadcasting purposes.

Anyone wishing to film part or all of the proceedings may do so unless the press and public are excluded for that part of the meeting or there is good reason not to do so, as directed by the Chairman. Any filming must be done as unobtrusively as possible from a single fixed position without the use of any additional lighting, focusing only on those actively participating in the meeting and having regard to

the wishes of any members of the public present who may not wish to be filmed. As a matter of courtesy, anyone wishing to film proceedings is asked to advise the Chairman or the Assistant Director Legal & Governance and Monitoring Officer's representative before the start of the meeting so that all those present may be made aware that it is happening.

Members of the public may also use Facebook and Twitter or other forms of social media to report on proceedings at this meeting.

### **Emergency Evacuation Procedure**

#### **On hearing the alarm – (a continuous two tone siren)**

Leave the room by the nearest exit door. Ensure that windows are closed.

Last person out to close the door.

**Do not** stop to collect personal belongings.

**Do not** use the lifts.

**Follow** the green and white exit signs and make your way to the assembly point.

**Do not** re-enter the building until authorised to do so by the Fire Authority.

**Go to Assembly Point C – Outside the offices formerly occupied by Stephen & Co**

## Minutes

of the Meeting of

## The Employment Committee

Wednesday, 1 March 2023

Rickford Room - Town Hall

Meeting Commenced: 11.00 am

Meeting Concluded: 11.42 am

### Councillors:

Donald Davies (Chairperson)

Steve Bridger  
Karin Haverson  
Mike Solomon  
Roz Willis

Catherine Gibbons substitute for Ciaran Cronnelly NOTE: Given the need for a non-Executive member majority on the committee Councillor Gibbons did not take part in any vote of the committee.

**Apologies:** Councillors: Nigel Ashton, Mike Bell and Wendy Griggs.

**Officers in attendance:** Jo Walker (Chief Executive), Nicholas Brain (Assistant Director Legal & Governance and Monitoring Officer) and Su Turner (Head of People Services).

### EMP Declaration of Disclosable Pecuniary Interest (Standing Order 37)

6

None declared.

### EMP Minutes 19 January 2023

7

Councillor Bridger noted that he had replaced Councillor Cole as a committee member prior to the 19 January 2023 and thus the reference to attending as a substitute was inaccurate.

**Resolved:** that subject to the above correction as to status of Councillor Bridger the minutes be approved as a correct record.

### EMP Matters referred by Council, the Executive, other Committees and Panels

8

None.

### EMP Exclusion of the press and public

9

**Resolved:** that the press, public, and officers not required by the Members or the

Chief Executive, to remain during the exempt session, be excluded from the meeting during consideration of the following item of business on the ground that its consideration will involve the disclosure of exempt information as defined in Section 100I of the Local Government Act 1972.

## **EMP 10**      **Employment Committee Report on Pay Structure**

The Chief Executive introduced the report including the appendix. She reminded the Committee that at its last meeting it had been agreed on the advice of Korn Ferry consultants and officers to implement a new Level 12 to the pay structure in order to address an issue which had arisen over time affecting some middle management grades resulting in the difference between those grades being difficult to differentiate. The work on that matter had also identified an issue of non-conformity with the council's Pay Policy as market median rate of pay was not being met at all grades as required by the Pay Policy. Further work had therefore been undertaken across the whole range of pay grades in the council's pay structure to check whether each pay grade was within a reasonable tolerance level of the market median. The appendix to the report indicated those grades which met the requirement and those that did not (allowing for a tolerance of 5% to recognise market fluctuations). It was noted that those where non-conformity was present were also the grades in which the council had been experiencing recruitment difficulties such as engineers, planners and experienced social workers.

Options, as set out in the report, for addressing the issue were explained and it was noted that adopting the recommendations would go some way to assisting with the recruitment issues but other initiatives to fully address recruitment concerns would also need to be continued. Members provided feedback on current initiatives and possible further ideas. It was noted that implementation of the draft market supplement policy, was expected shortly and contained tools which should make contributions to recruiting to the hard to fill roles.

The financial impacts set out in the report were noted along with the fact that some savings in the overall cost might be achieved by reduction in the number of agency workers which might be required if improvements on recruitment to the permanent workforce could be achieved.

Implementation would be from 1st April 2023 after appropriate consultation and communications with staff. Recognised unions had indicated support for the matters recommended in the report.

### **Resolved:**

1. That the Employment Committee agree the proposal to re-align the current pay structure to address the issues identified by the recent pay benchmarking exercise and to make the proposed changes with effect from 1st April 2023.
2. To rename the grades through the pay structure, starting with Level 1 and working upwards. This brings us in line with the newly agreed Level 12 pay grade. This change has no impact on salaries.
3. To confirm the regular, three yearly benchmarking exercise be undertaken

in line with the Pay Policy. Salaries will automatically be reviewed and adjusted, in line with the agreed Pay Policy and with the approval of the CEO and Section 151 Officer where they are found to fall below the reasonable tolerance level.

4. To authorise the CEO to reduce the number of increments in the grade Level 12 in future years to ensure a consistent approach to increments across the pay structure.

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Chairperson

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# Director of Children's Services

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**Closing date:** Midnight, Sunday 18 June 2023



## Dear Applicant

### Director of Children's Services

Thank you for expressing an interest in our post of Director of Children's Services at North Somerset Council, a unitary authority with a reputation for innovation and efficiency.

The North Somerset area is an attractive place to live and work, with outstanding schools and excellent road and rail links to London, Bristol, Bath, Devon and Cornwall.

This is a statutory role within our organisation reporting directly to me. The successful candidate will be a key member of my Corporate Leadership Team, helping to drive us forward on our improvement journey and to achieve our ambitions for the service and wider organisation.

We have high ambition for our children and young people and have strong foundations in place following a period of transformation and improvement, which we now need to embed and build upon. We recognise there is still much to be done but we have high performing teams and the motivation to see that we collectively deliver better outcomes for all our children, young people and their families and carers.

You will already have experience of working at a senior level in a large multi-disciplinary organisation and have the vision, values, skills, experience and motivation to lead our committed and professional staff teams, striving to quickly make a positive and sustainable difference. You will need to be excellent at influencing and collaborating across our partnerships.

We are working with Tile Hill on the application process:

Helen Alwell 07931 543 313 [helen.alwell@tile-hill.co.uk](mailto:helen.alwell@tile-hill.co.uk)

Anita Denton 07725554802 [anita.denton@tile-hill.co.uk](mailto:anita.denton@tile-hill.co.uk)

Nik Shah 07535400434 [Nik.shah@tile-hill.co.uk](mailto:Nik.shah@tile-hill.co.uk)

If you are ready for a new challenge and you have the ability, drive and experience to succeed in this role then we want to hear from you.

Thank you for your interest.

**Jo Walker**

Chief Executive



## How to apply

This guidance contains important information to help with your application:

- Please apply by submitting a CV and Covering Letter (no more than four sides of A4 in length per document aligned to the person specification). Please also include your contact details.
- Please ensure all gaps in employment and education history are fully explained on your CV; we may wish to verify this information during the recruitment process.
- Please provide the details of two referees. Note that we will only approach referees for candidates proceeding to final selection and only with your permission. Please clearly indicate whether we can approach each referee before the selection date.
- Please ensure that you address the key requirements as set out in the person specification. These competencies will be used as part of the assessment process.
- Please complete the Equal Opportunities Monitoring Form when you upload your details. We are keen to ensure that all our jobs are accessible to all members of the community and use this data to monitor our progress in doing this.
- Please return your application by the closing date – no applications will be accepted once the long listing process has begun.
- Following long listing, you will be contacted directly by a Tile Hill consultant to update you on the status of your application.

- If you are shortlisted we will be taking up to one reference prior to the interview process. Please ensure you are happy for us to contact your referee and that they are aware we will be doing this.

The following timetable sets out the key dates in the recruitment process:

Date	Activity
Closing date:	Midnight, Sunday 18 June 2023
Technical Interviews (in person):	Wednesday 12 July 2023
Interview (in person):	w/c 17 July

We welcome applications from all sections of the community and will be pleased to help meet any requirements arising as part of the recruitment process, for example as a result of disability.

### Confidential Discussion

If you would like to have a confidential discussion about this role, please contact our retained consultants at Tile Hill,

Helen Alwell 07931 543 313

[helen.alwell@tile-hill.co.uk](mailto:helen.alwell@tile-hill.co.uk)

Anita Denton 07725554802

[anita.denton@tile-hill.co.uk](mailto:anita.denton@tile-hill.co.uk)

Nik Shah 07535400434

[Nik.shah@tile-hill.co.uk](mailto:Nik.shah@tile-hill.co.uk)

To apply please click the link below

<https://www.tile-hill.co.uk/job/assistant-director-childrens-services-1>





Open, Fairer, Greener



## Director of Children's Services

Permanent, full time, hybrid working. Up to £135,515 p.a.

## Assistant Director, Children's Services

Permanent, full time, hybrid working. Up to £94,635 p.a.

North Somerset Council is a unitary authority based in the South West of England with ambitious plans to make a positive difference to the lives of our children and young people.

Our Chief Executive, members and officers are committed to improving outcomes for our children and young people and have made significant investments in recent years to achieve the changes we are now embedding. We pride ourselves on our friendly approach, flexibility and benefits.

Due to the forthcoming retirement of our current Director and the promotion of one of our Assistant Directors, we are looking for two experienced and

dedicated senior leaders to join our corporate leadership team and senior leadership team respectively, to help shape and deliver our journey of improvement, change and transformation in Children's Services.

We hold our children, young people and families at the heart of everything we do, embedding relationship-based practice to get the very best outcomes. We need two highly capable, committed leaders with a proven understanding of effective work practice that improves the lives of our children and young people and a desire to help us achieve our ambitions.

Can you be the person to help us achieve our vision?  
We are ready to welcome you to our team.

**For more information and to apply please contact Tile Hill.**

**Closing date: Director Sunday 18 June 2023 • Assistant Director Sunday 9 July 2023**

**Technical interview date (in person):**

**Director Wednesday 12 July 2023 • Assistant Director w/c 17 July 2023**

**Interview date (in person): Director w/c 17 July • Assistant Director w/c 31 July 2023**



## Job description

<b>Directorate:</b>	Children's Services
<b>Division:</b>	Directorate Leadership Team
<b>Job title:</b>	Director of Children's Services
<b>Grade:</b>	Level 18
<b>Reports to:</b>	Chief Executive

### 1. Job purpose

Reporting to the Chief Executive Officer (CEO) the role is to:

- Provide leadership to the Children's Directorate, ensuring delivery of high-quality enabling services that make North Somerset a truly great place for children and young people to thrive.
- Lead on the council's ambitious programme for Children's Services across North Somerset to ensure sustainable outcomes are achieved across all areas of the Directorate.
- Contribute to the achievement of the council's aims, priorities and policy objectives and the strategic leadership of the council as a member of the Corporate Leadership Team (CLT).
- Work effectively with senior Elected Members, including provision of strategic advice to the Executive, scrutiny and committees.
- Be responsible for ensuring robust and effective safeguarding, and promoting the welfare of children,
- Ensure a focus on trauma informed practice for all education professionals.

### 2. Context

This is a statutory role and will be accountable for the development and performance of the Children's Directorate. The post holder will be a key member of the council's Corporate Leadership Team (CLT), helping develop and implement strategy, contributing to the effective management of the authority, sharing responsibility for the leadership and achievement of the council's Corporate and Medium Term Financial Plans (MTFP). Ensuring that effective mechanisms are in place for setting, achieving and monitoring high standards. The post holder will work closely with the CEO, peers, Members, the community and with partners in order to deliver goals.

### 3. Specific Accountabilities

- Provide leadership and both design and deliver the strategic direction for the council's Children's Directorate, ensuring the Directorate fulfils its statutory and non-statutory obligations to the organisation and community and that services are planned and delivered within agreed budgets.
- Provide professional and strategic advice to Members and the leadership team on matters covered by the role and ensure Children's leaders and managers provide appropriate professional advice and guidance to the Corporate Leadership Team, Elected Members and associated Committees.
- To support the CEO in ensuring the organisation delivers against its strategic direction, manage change and ensure that services and partnerships focus on overall outcomes for children, young people and families. To deliver in line with the council's



- vision and priorities as well as reflecting statutory requirements and local needs.
- Direct the strategic and operational management of the Directorate's functions, monitoring performance against plans to ensure effective and efficient delivery of services to a high standard. Provide strong, visible leadership and direction to staff to ensure they are motivated to deliver the goals of the directorate.
  - Ensure policies and procedures are developed and implemented to achieve internal and external reporting and inspection requirements. Ensure external legislation, regulations and codes of practice are adhered to.
  - Plan and ensure significant strategic or key council-wide programmes, projects and initiatives are in place to achieve objectives and enable transformational change, including the approach to digital, commercialisation and programmes to support the delivery of the MTFP.
  - Lead work with a range of internal and external partners to explore opportunities for collaborative/joint working, improving services and early intervention to meet the needs of Children, Young people and their parents and carers across North Somerset.
  - To provide professional leadership across North Somerset, working collaboratively with other senior leadership team members, and partners, in order to improve outcomes for children and young people across North Somerset, delivering the best service possible within the funding available.
  - Provide professional leadership within the council and amongst partner agencies, influencing outcomes which ensure the council's identified priorities are achieved.
  - Ensure services are being appropriately targeted to deliver improved outcomes, whilst directing and controlling the financial expenditure and integrity of the service area to ensure compliance with regulations, council policies, Ofsted requirements and value for money.
  - Represent the council in local, regional and national forums and develop effective partnership working.
  - Work closely with the CEO and CLT to improve outcomes, tackle inequality and achieve value for money.
  - Work collaboratively and achieve effective working relationships with local partners, the voluntary sector and private sector organisations to support and achieve mutual objectives.
  - Deputise and cover for colleagues and the CEO, as required.

#### 4. Corporate and Personal Accountabilities

- As a Director, the post holder will be expected to provide corporate leadership and a clear sense of direction and purpose that enables the council and its partners to deliver its vision, values, policies and priorities and promote these through leading by example.
- Actively demonstrate a willingness to act corporately and collaboratively.
- Create, foster and manage effective working relations with Members, other public organisations, partnerships, voluntary sector groups, user groups, contractors and government departments.
- Work collaboratively with other senior managers across all Directorates in order to generate efficiencies, create synergies



wherever possible and maximise outcomes, including appraising and advising on commercial opportunities and optimising the use of the council's resources.

- Agree personal performance objectives and targets with the CEO and participate in regular performance appraisals.
- Agree performance objectives and targets for the Directorate Leadership Team (DLT) that deliver the council's vision, values, priorities, policies and objectives, including providing regular monitoring, feedback, coaching, mentoring, performance appraisal and development.
- Be a named member of the Gold Emergency Planning rota and ensure that services the post holder is responsible for have appropriate business continuity plans and emergency response procedures.

## 5. Dimensions

North Somerset has a growing population, with a higher than average number of older people and those who are socially disadvantaged or vulnerable.

The services are provided by approximately 1400 employees across 5 directorates of which Children's is one. There are circa 400 staff in the Children's Directorate, covering areas including family support and safeguarding, youth offending, early help, virtual school and corporate parenting.

The Children's Directorate has a revenue budget of £38m, and this will influence the council's £294m capital programme.

The postholder will ensure that all services and functions across the Children's Directorate are co-ordinated to achieve the maximum effect for the council and that service delivery arrangements actively support the council's vision and values.

## 6. Supervision and Work Planning

The Director of Children's Services has overall supervision and work planning responsibility for the Directorate and for the overall management of direct reports, who in turn have responsibility to provide management of their staff.

The postholder will be expected to determine the strategic direction of the Directorate in line with agreed corporate objectives and statutory requirements and to oversee the planning and organisation of work of the Directorate, promoting cross-directorate working across the council.

The postholder will be expected to liaise and discuss issues with Members, the CEO and other Directors, and senior officers of partners on a regular basis.

## 7. Scope for Impact

The postholder will be required to lead, support and provide guidance and advice on a range of complex and politically and socially sensitive projects and issues affecting the council.

The postholder will contribute, through CLT, to the overall leadership and management of the authority.

The postholder will proactively promote a one council approach to services and strategic planning and associated developments across the whole of the council.

## 8. Contacts

- Chief Executive, Directors and Senior Officers throughout the authority.
- Leader, Executive and Scrutiny Members.
- MP's, Government Ministers, Government Departments and Agencies.



- External organisations and professional bodies such as Ofsted and DfE.
- Headteachers and school governing bodies.
- Community representatives and groups, including safeguarding partnership colleagues.
- Service users and residents.

## 9. General

This job description only contains the main duties relating to this post and does not describe in detail the tasks required to carry them out.

The postholder will be required to use their initiative in ensuring that the Council's Equal Opportunities Policies, where they have been developed, are implemented in relation to the work area.

## 10. Special Notes or Considerations (if applicable)

Much of the work undertaken within the Directorate is of a highly confidential nature. The postholder must at all times maintain confidentiality and should be aware that, given the nature of the services provided by the Directorate they may on occasions be exposed to information that they may find upsetting.





## Person specification

<b>Directorate:</b>	Children's
<b>Division:</b>	Directorate Leadership Team
<b>Job title:</b>	Director of Children's Services

### Qualifications

The postholder must have a proven successful track record of managing and delivering growth and regeneration programmes at a senior level in a multi-disciplinary organisation.

Political awareness and sensitivity are essential requirements.

The postholder will have strong and effective leadership skills as well as considerable experience at operating at a strategic management level.

The postholder should be educated to degree or equivalent level and must have a recognised professional qualification in a relevant discipline.

They should have a significant, successful, track record of achieving at a senior level in a multi-disciplinary organisation with significant senior leadership experience, normally demonstrated by several years in senior positions.

The postholder will demonstrate the ability to influence, negotiate, manage and achieve large scale and complex change effectively. Political awareness and sensitivity are essential requirements, as is the ability to initiate and manage change in accordance with Elected Members' wishes.

The postholder should have extensive experience in consulting with the wider community and external partners on government, development, social and strategic issues.

The successful postholder would normally have a management qualification or be able to demonstrate the competencies required of such.

### Essential

- Educated to degree level or equivalent (NQF level 6)
- Membership of a professional organisation relevant to one or more areas of service provided by the Directorate.

### Desirable

- Management qualification (for example, CMS/ DMS)
- Relevant post graduate qualification

### Work related experience and associated vocational training

#### Essential

- Significant experience of working at a senior management level in Local Government or related body.
- Extensive knowledge and experience of leading services relating to children, young people and families, with clear evidence of achieving improved outcomes.
- Managing multi-disciplinary professional areas.
- Proven experience of leading and managing complex, large scale projects and service transformation.
- Experience of identifying, appraising and advising on relevant service opportunities.
- Advanced knowledge and understanding of working with in a political environment.



- Track record of successful negotiations and advocacy in controversial and complex subject areas.
- Track record of leading across system partnerships, influencing positive outcomes in a collaborative manner.
- Significant experience of financial management, including the successful prioritisation and targeting of scarce resources.

### Other relevant experience

#### Essential

- Able to demonstrate the competencies set out in the job description.

### Specialist knowledge

#### Essential

- A thorough understanding of the role and responsibilities.
- Awareness of key legislation, policy and practices that cover all core areas of the role, including a detailed understanding of statutory frameworks and working with regulatory bodies within an improvement context.

### Job related skills

#### Essential

- Strategic thinking, self-motivation and ability to act decisively.
- Advanced partnership working and persuasive skills.
- Experience of communicating at a high level through all mediums.
- Well-developed analytical and problem-solving skills.

- Able to provide and direct advice to guide policy making.

### Personal skills

#### Essential

- Experience of developing and encouraging innovative solutions that drive continuous improvement.
- Proven success of providing effective compassionate leadership to large multi-disciplinary teams.
- Highly developed communication and negotiating skills with the ability to engage a wide range of audiences.
- Political sensitivity, tact, empathy and compassion.
- Advanced partnership skills.

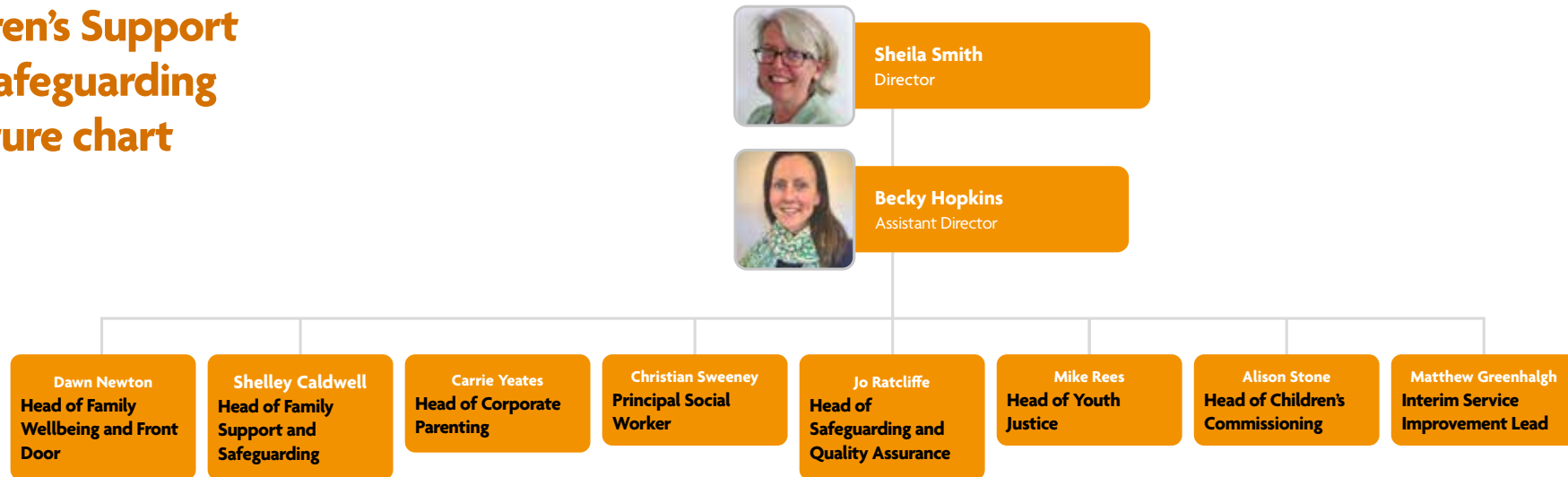
### Special working conditions

#### Essential

- This post is subject to a criminal record check.
- Regular evening and weekend working may be required.
- Ability to travel around the area.

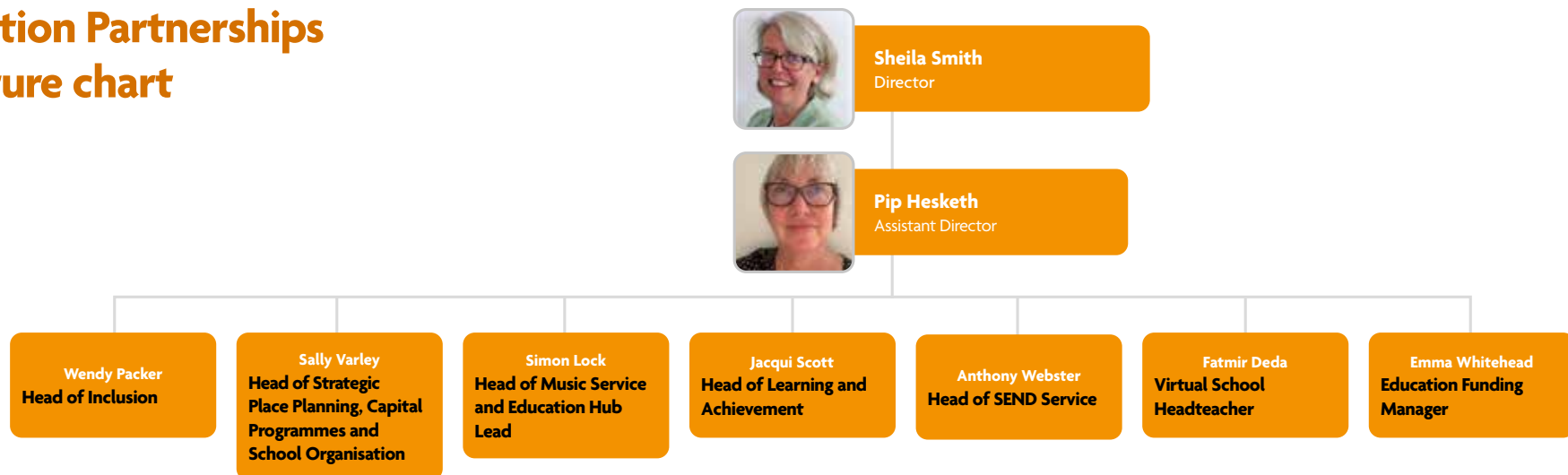


## Children's Support and Safeguarding structure chart



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## Education Partnerships structure chart



## North Somerset Council organisational structure



Chief Executive  
Jo Walker

**Adult Social  
Services**



Director  
Hayley Verrico

**Children's  
Services**



Director  
Sheila Smith

**Corporate  
Services**



Director  
Amy Webb

**Place**



Director  
Lucy Shomali

**Public  
Health and  
Regulatory  
Services**



Director  
Matt Lenny



## Our leadership commitments

Each of us has a crucial role to play in helping meet the needs of residents, customers and communities and to ensure North Somerset Council is an effective, positive and collaborative place to work. As such we place as much importance on how our staff achieve our objectives and outcomes through demonstrating the right behaviours and values as what they do to achieve them.

Our Corporate Plan, Vision and Priorities set out the attitudes and approach we expect from all staff: how we do things, how we treat others, what we say, how we say it and how we can expect to be treated.

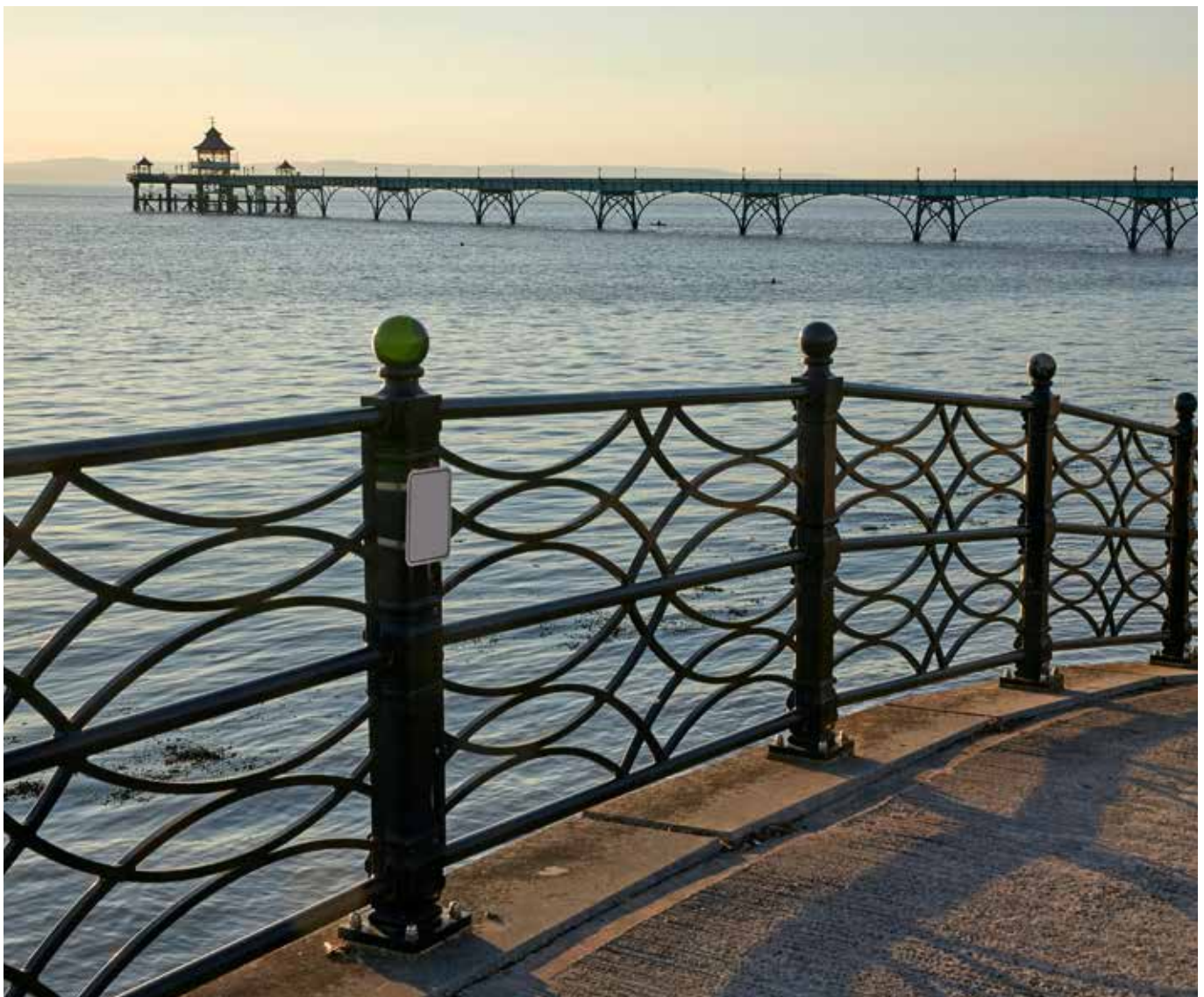
### Our values are:

- We act with integrity
- We respect each other
- We innovate
- We care
- We collaborate



## Benefits of working for North Somerset Council

- Attractive area to live and work. Excellent schools and first class road, rail and air links.
- Competitive salary.
- Excellent pension scheme.
- Generous annual leave entitlements.
- High-quality supervision and support.
- Excellent training and development opportunities.
- Bicycle and electric vehicle salary sacrifice scheme.
- Ability to influence strategy and practice.
- Relocation allowance.
- Family friendly policies including childcare benefit scheme.
- Employer committed to equality and diversity.
- Employee assistance programme and occupational health support.



## Conditions of service

Employment will be subject to the relevant national Negotiating Committee and any local conditions of service or local agreements adopted by the council. Any offer of employment will be subject to two references satisfactory to us (one from present or last employer) and satisfactory medical clearance from the council's Medical Adviser (you may be required to attend for medical examination).

### Salary

The salary for this role is up to £135,515 p.a. Salary progression is linked to performance. Salaries are paid by Direct Bank Credit Transfer. Pay day is the last banking day of the month, except for December when payments will be made in the week preceding Christmas Day.

### Probation

All new employees are subject to the completion of a satisfactory probationary period of six months.

### Hours of work

Normal office opening hours will be from 8.45am-5pm Monday to Thursday, and until 4.30pm on Friday. You will be required to carry out the duties of the post during such hours as may be necessary to meet the needs of the service/ organisation or during such hours as may be reasonably required.

### Annual leave

You will be entitled to 31 days annual leave plus Bank Holidays and an extra day agreed by the Authority to be taken at Christmas on a day determined by the Authority. An additional five days' annual leave will be awarded after five years' continuous service in local government.

### Place of work

The post holder will work across our two main office sites, the Town Hall, Weston-super-Mare and Castlewood, Clevedon and you will be permitted to work from home as part of the council's hybrid working arrangements. You may be required to work at any other location within the area.

### Pension

All employees are automatically admitted to the Local Government Pension Scheme from the day of appointment. It is possible to opt out of the Scheme and the successful candidate will receive further details regarding pension choices.

### Relocation

A relocation allowance of up to £8,000, if appropriate.

### Politically restricted post

This is a politically restricted post under the 1989 Local Government and Housing Act or any re-enactment thereof.



### **Trade union membership**

The council recognises the rights of individuals to belong to appropriate trades unions and supports the principle of collective bargaining by employer and employee representatives.

### **Whole-time service**

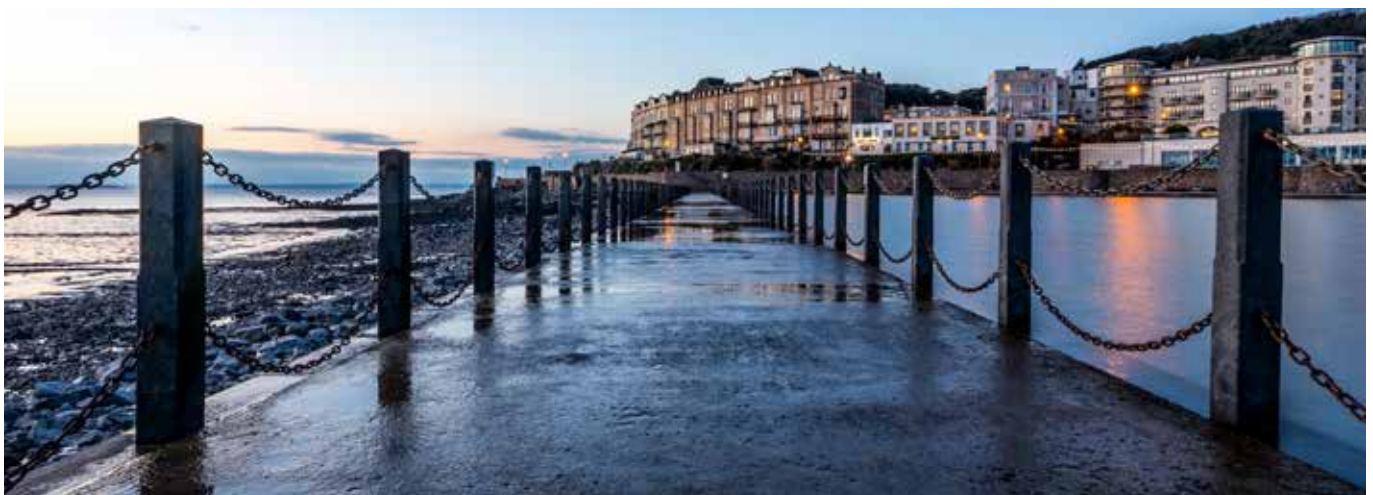
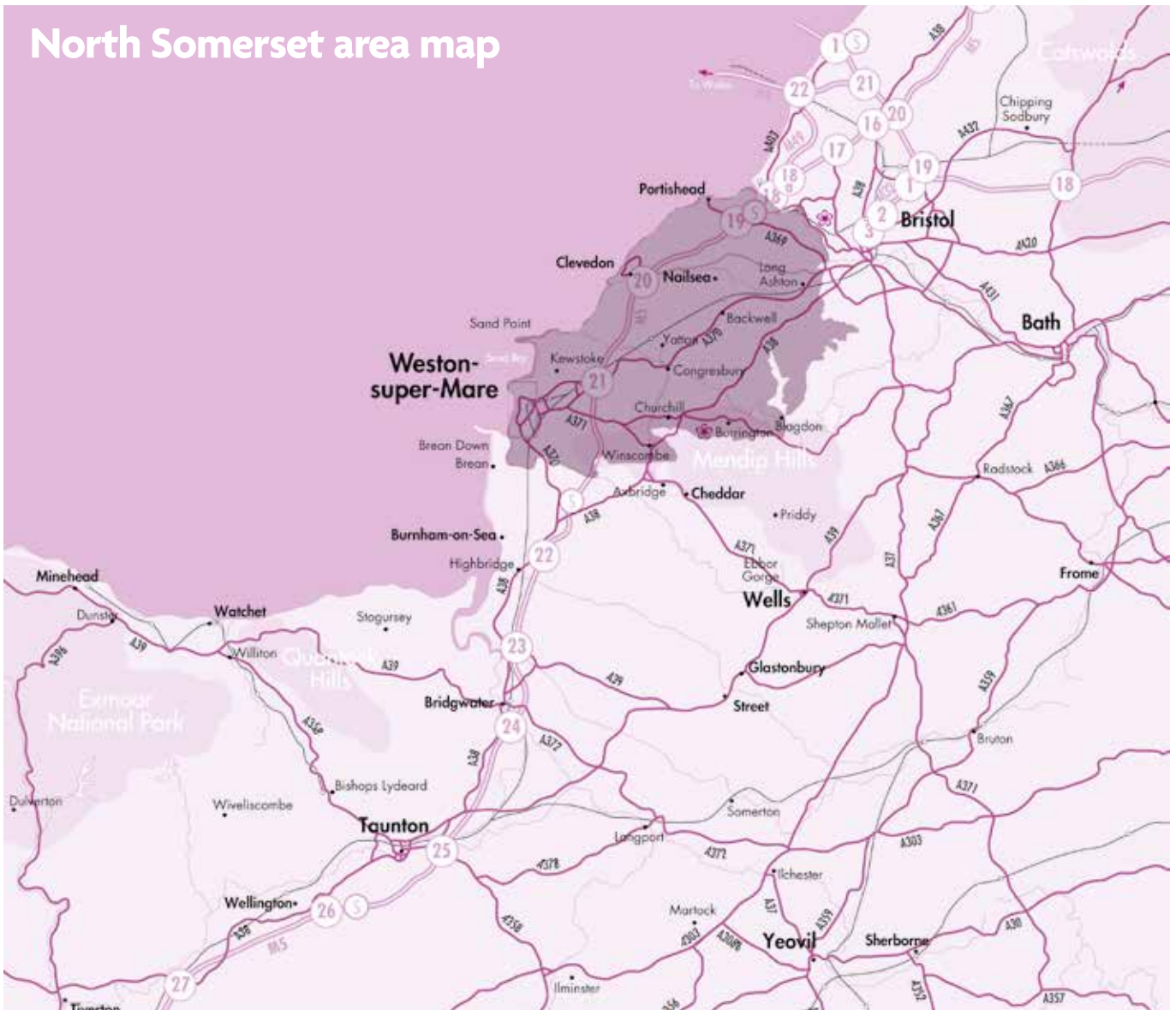
The postholder will be required to devote their whole-time service to the work of council and must not engage in any other business or take up any other additional appointment without the express consent of the council

**These conditions of service are for guidance only and do not form part of a binding contract.**





### North Somerset area map



## About North Somerset

North Somerset is part of the South West of England and situated on the M5 corridor. It extends from the edge of Bristol and the River Avon in the North, to the River Axe and the Mendip Hills in the South.

North Somerset is an area of contrasts from a coastline made up of cliffs and sandy beaches, to beautiful countryside with wooded hills, open moor land, wetlands, rhynes, reed beds and rich pasture land, with two thirds of the area greenbelt or an area of outstanding natural beauty.

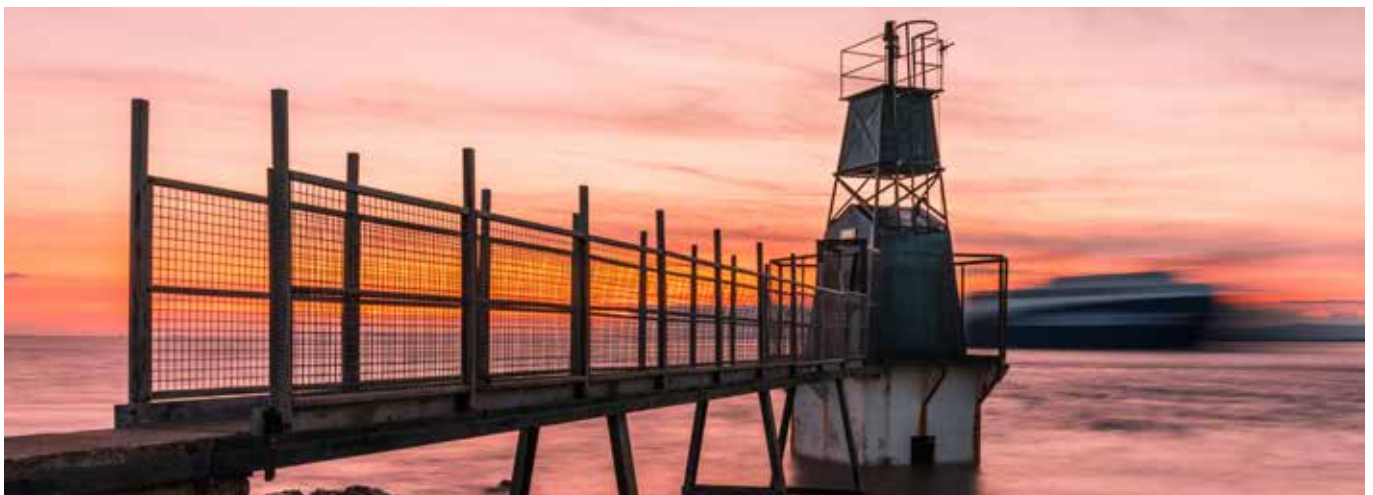
There are many district communities within the area which includes 35 rural parishes and the four towns of Weston-super-Mare, a large seaside resort; Clevedon, a Victorian seaside town, Nailsea, a new town built around the original village; and Portishead, a seaside town with its own marina and views across the River Severn and the two Severn Bridges.

North Somerset Council plays an important role in the life of the communities within the area and provides services to around 201,000 people in partnership with the private and public sectors, the voluntary sector and local people. The majority of our employees work from two bases in Weston – super-Mare and Clevedon.

North Somerset has a reasonably broad economic structure supporting defence, engineering, food processing, printing and packaging as well as agriculture, catering and the care industry. Tourism makes a significant contribution to the economic well-being of the area.

There are excellent roads and rail links to London and Bristol, and to Devon and Cornwall and the south west. Air transport is available at Bristol International Airport, which is situated in the North Somerset area, and there are port facilities at Royal Portbury Dock, which has contributed to attracting many new businesses to the area.

The council's headquarters are situated in Weston-super-Mare, conveniently placed within walking distance of the shops, other town centre facilities, the railway station and bus stops. Weston-super-Mare is one of the premier holiday resorts in the West Country, and is the largest town in the area. It offers a large range of shops and restaurants that offer dishes from virtually every corner of the world. Local schools provide high standards of education, and there is a wide choice of housing in the area, both in the towns and surrounding villages.



## References

If you are offered a job, we will take up references before your offer of employment is confirmed. Wherever possible your current employer should be named as someone who can be approached for a reference. It is council policy to approach current employers, regardless of whether candidates give them as referees. You should note, however, that if you request that a referee is not approached before interview, this will be respected wherever possible.

Other references should include previous/most recent employers. If you have not been employed before, you should give the names of teachers or lecturers who know you sufficiently well to comment on your ability to do the job. You can also give the names of professional people who know you well, and who are not friends or relatives. It is helpful if your referees are aware that you have used their name before we contact them.

Online applications only – please indicate which is referee one and which is referee two using the reference type field.

## Disability

We are committed to the employment of people from all areas of the community. North Somerset Council works within the 'Disability Confident Scheme'. This means that if you identify yourself disabled in line with the Equality Act definition and demonstrate on the application form that you meet all of the essential criteria listed in the person specification, we will guarantee you an interview. We will also make any reasonable adjustments for disabled people to enable equal access to the recruitment process and ongoing employment.

## Defining a disabled person

A person has a disability if he or she has a physical or mental impairment, which has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities. People who have had a disability within this definition are protected from discrimination even if they have since recovered.



## Impairment

This includes physical, mental and sensory impairments, such as those affecting sight or hearing. This can include long-term, recurring, varying or managed medical conditions such as asthma and diabetes; and fluctuating or progressive conditions such as rheumatoid arthritis or motor neurone disease. A mental impairment includes mental health conditions, for example bipolar disorder or depression. Learning difficulties (such as dyslexia) and learning disabilities (such as autism and Down's syndrome) are also covered. Some people, including those with cancer, multiple sclerosis and HIV/AIDS, are expressly protected as disabled people.

## Substantial adverse effect

Something which is more than a minor or trivial effect. The requirement that an effect must be substantial reflects the general understanding of disability as a limitation going beyond the normal differences in ability which might exist among people.

## Long-term effect of an impairment

One which has lasted at least 12 months, or where the total period for which it lasts is likely to be at least 12 months, or which is likely to last for the rest of the life of the person affected.

## Normal day-to-day activities

Activities which are carried out by most people on a fairly regular and frequent basis including:

using a telephone, reading a book or using public transport. Some examples of difficulties in carrying out normal day-to-day activities include: difficulty in going up and down steps, loss of control of the

bowels, inability to give oral basic instructions to colleagues, total inability to distinguish colours.

The term is not intended to include activities which are normal only for a particular person or group of people, such as playing a musical instrument, or a sport, to a professional standard or performing a skilled or specialised task at work.

## Severe disfigurement

Is included, without any need to demonstrate that the impairment has a substantial adverse effect on their ability to carry out normal day-to-day activities.

## Rehabilitation of Offenders Act

Under the Rehabilitation of Offenders Act 1974, an individual who has a conviction for a criminal offence is, after a specified time, allowed to treat the conviction as if it never occurred i.e. spent. However, under this Act, some occupations and employments are exempt and applicants for these posts are not protected by the Act. This would include jobs that involve regular caring for vulnerable adults, training, supervising or being in sole charge of those aged under 18.

The council has a number of jobs that require a disclosure check and successful applicants will be subject to a Criminal Records Bureau (CRB) disclosure check for any such job. If this applies, it will be stated in the advertisement. Please indicate you have read the declaration and print your name. You will not be able to submit your form until all mandatory fields are completed.

The completion of this section is voluntary. We only use it for monitoring purposes.



## Policy statement on recruitment of ex-offenders

North Somerset Council is determined to make all efforts to prevent discrimination or unfair treatment against any staff or potential staff regardless of offending background that does not create a risk to children and vulnerable adults.

People with criminal records applying for positions (paid or unpaid) with the council should be treated according to their merits and to any special criteria of the position (for example, caring for children and vulnerable adults, which debar some in this category).

North Somerset Council will ensure that as a 'Registered Body' it observes the Disclosure and Barring Service (DBS) Code of Practice on disclosure information. All applicants for positions with the council will be provided with a copy of the council's Policy Statement on the employment of Ex-Offenders and will also be made aware of the existence of the DBS Code of Practice on handling Disclosures, a copy of which will be provided on request.

The council will ensure that all staff involved in the recruitment process are suitably trained to identify and assess the relevant of criminal offences and to take appropriate action.

For those positions requiring a DBS Disclosure, all applicants will be informed at an early stage through recruitment literature issued that a Disclosure will be requested in the event of the individual being provisionally offered the position. Details of a person's criminal record will always be maintained as strictly confidential and will not be passed to persons not authorised to receive it.

It is the council's policy to ask applicants questions about criminal records to ensure that people are not inadvertently placed in vulnerable positions within the council. For certain positions working

with children or vulnerable adults applicants will also be required to declare any 'spent' convictions as defined by the Rehabilitation of Offenders Act 1974.

Having a criminal record in itself should not necessarily prevent a person from being appointed to any post, unless the offence statutorily debar the person or renders the person unsuitable to work with children or vulnerable adults. Where it is felt, however, that an offence might mean that the person presents a risk then that person should not be appointed.

If an applicant reveals a criminal record and/or other information which could render the applicant potentially unsuitable then the 'responsible' recruiting manager will arrange to discuss the Disclosure with the applicant in the first instance and before any final decision is made regarding the suitability of the applicant. Following this consultation the recruiting manager is required to contact the Human Resources Service and arrange to discuss the application in the light of the information disclosed by the DBS and the applicant before a recruitment decision is made and confirmed to the applicant. Generally, a decision to reject an applicant because of, or partly because of, a criminal record should relate to an aspect of the person specification which is seen to be unmet. If possible, an applicant in those circumstances should be advised of why their application has been rejected.

Failure to disclose relevant information could lead to the withdrawal of an offer of employment or other non-employment arrangement e.g. voluntary work or, if subsequently discovered once confirmed in position, could lead to the termination of employment/non-employment arrangement.



## Immigration, Asylum Nationality Act 2006

### Preventing illegal working

The Act is intended to ensure that only those entitled to live and work in the United Kingdom are offered employment. It is a criminal offence for employers to employ someone whose immigration status prevents them from working in the UK.

As a potential employee you are asked to provide:

- if you have an ongoing right to work in the UK – the original document(s) detailed in List A
- OR if your leave to enter or remain in the UK is time-limited – the original document(s) detailed in List B.

We will check and copy the relevant pages of the documentation and we will retain this on your personal file. In the case of List B documents, repeat checks will be carried out on an annual basis.

All potential employees will be treated in the same way and will be required to produce the relevant documentation.



### European Economic Area

Nationals from European Economic Area countries can enter and work in the UK without any restrictions, just like British citizens. The same is also the case for their immediate family members. The relevant documents will be checked as above.

The following countries are part of the EEA:

Austria*	Greece*	Netherlands*
Belgium*	Hungary*	Norway
Bulgaria**	Iceland	Poland*
Cyprus*	Ireland*	Portugal*
Czech Republic*	Italy*	Romania**
Denmark*	Latvia*	Slovakia*
Estonia*	Liechtenstein	Slovenia*
Finland*	Lithuania*	Spain*
France*	Luxembourg*	Sweden*
Germany*	Malta*	United Kingdom*

\* Those marked are also members of the European Union.

\*\* Those marked are free to come and work in the UK but will need to apply for an accession worker card, unless exempt, from the Home Office. In addition some categories of employment will also require a work permit. Work cannot commence until requirements are fully met.

Nationals from Switzerland also have the same free movement and employment rights as existing EEA nationals.



## List A

### Original documents to provide (if you have an ongoing right to work in the UK)

- A passport showing that the holder, or a person named in the passport as the child of the holder, is a British Citizen or a citizen of the United Kingdom and Colonies having the right of abode in the United Kingdom.
- A passport or national identity card showing that the holder, or a person named in the passport as the child of the holder, is a national of the European Economic Area or Switzerland.
- A residence permit, registration certificate or document certifying or indicating permanent residence issued by the Home Office, Border and Immigration Agency or UK Border Agency to a national of a European Economic Area country or Switzerland.
- A permanent residence card issued by the Home Office, Border and Immigration Agency or UK Border Agency to the family member of a national of a European Economic Area country or Switzerland.
- A passport or other travel document endorsed to show that the holder is exempt from immigration control, is allowed to stay indefinitely in the United Kingdom, has the right of abode in the United Kingdom, or has no time limit on their stay in the United Kingdom.
- An Immigration Status Document issued by the Home Office, Border and Immigration Agency or UK Border Agency to the holder with an endorsement indicating that the person named in it is allowed to stay indefinitely in the United Kingdom or has no time limit on their stay in the United Kingdom, when produced in combination with an official document giving the person's permanent National Insurance Number and their name issued by a Government agency or a previous employer.
- A full birth certificate issued in the United Kingdom which includes the name(s) of at least one of the holder's parents, when produced in combination with an official document giving the person's permanent National Insurance Number and their name issued by a Government agency or a previous employer.
- A full adoption certificate issued in the United Kingdom which includes the name(s) of at least one of the holder's adoptive parents when produced in combination with an official document giving the person's permanent National Insurance Number and their name issued by a Government agency or a previous employer.
- A full birth certificate issued in the Channel Islands, the Isle of Man or Ireland, when produced in combination with an official document giving the person's permanent National Insurance Number and their name issued by a Government agency or a previous employer.
- An adoption certificate issued in the Channel Islands, the Isle of Man or Ireland, when produced in combination with an official document giving the person's permanent National Insurance Number and their name issued by a Government agency or a previous employer.
- A certificate of registration or naturalisation as a British citizen, when produced in combination with an official document giving the person's permanent National Insurance Number and their name issued by a Government agency or a previous employer.



- A letter issued by the Home Office, Border and Immigration Agency or UK Border Agency to the holder which indicates that the person named in it is allowed to stay indefinitely in the United Kingdom when produced in combination with an official document giving the person's permanent National Insurance Number and their name issued by a Government agency or a previous employer.

If you provide one of the documents above there is no need to provide any documents from List B.





## List B

### Original documents to provide (if your leave to enter or remain in the UK is time-limited)

- A passport or travel document endorsed to show that the holder is allowed to stay in the United Kingdom and is allowed to do the type of work in question, provided that it does not require the issue of a work permit.
- A Biometric Residence Permit issued by the UK Border Agency to the holder which indicates that the person named in it can stay in the United Kingdom and is allowed to do the work in question.
- A work permit or other approval to take employment issued by the Home Office, Border and Immigration Agency or UK Border Agency **when produced in combination with** either a passport or another travel document endorsed to show the holder is allowed to stay in the United Kingdom and is allowed to do the work in question, or a letter issued by the Home Office, Border and Immigration Agency or UK Border Agency to the holder or the employer or prospective employer confirming the same.
- A certificate of application issued by the Home Office, Border and Immigration Agency or UK Border Agency to or for a family member of a national or a European Economic Area country or Switzerland stating that the holder is permitted to take employment which is less than 6 months old **when produced in combination with** evidence of verification by the UK Border Agency Employer Checking Service.
- A residence card or document issued by the Home Office, Border and Immigration Agency or UK Border Agency to a family member of a national of a European Economic Area country or Switzerland.
- An Application Registration Card issued by the Home Office, Border and Immigration Agency or UK Border Agency stating that the holder is permitted to take employment, **when produced in combination with** evidence of verification by the UK Border Agency Employer Checking Service.
- An Immigration Status Document issued by the Home Office, Border and Immigration Agency or UK Border Agency to the holder with an endorsement indicating that the person named in it can stay in the United Kingdom, and is allowed to do the type of work in question, **when produced in combination with** an official document giving the person's permanent National Insurance Number and their name issued by a Government agency or a previous employer.
- A letter issued by the Home Office, Border and Immigration Agency or UK Border Agency to the holder or the employer or prospective employer, which indicates that the person named in it can stay in the United Kingdom and is allowed to do the work in question **when produced in combination with** an official document giving the person's permanent National Insurance Number and their name issued by a Government agency or a previous employer.



Information about all council services is available in other formats on request.

Publications, leaflets, strategies and other documents are all available in large print, audio, easy read and other formats.

Downloadable documents from our website can also be made available as plain text files and emailed to you.

Help is also available for people who require council information in languages other than English.

To request information in an alternative format please call **01275 888 788** or email [human.resources@n-somerset.gov.uk](mailto:human.resources@n-somerset.gov.uk)

