

Appointment of Chief Executive & statutory positions

Department Ref: CCS/EIA00179/2017

Responsible Officer: Trevor Coxon

Job Title: Head of Corporate & Customer Services

Assessment Owner: Sue Robins

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Created By: Sue Robins

Created Date: 06 Sep 2017

Last Modified By: Sue Robins

Last Modified Date: 20 Feb 2018

Completed By:

Completed Date:

Rationale

Why is it being considered?

To seek Council approval to recruit to the role of Chief Executive (Head of Paid Service) which became vacant on 13 November 2017 and agree on the approach to be taken for an interim and permanent replacement.

To agree temporary arrangements to the positions of Returning Officer and Electoral Registration Officer, pending the appointment to the permanent Chief Executive position.

What need is being addressed?

The approvals necessary for the recruitment and the establishment of an appointments committee. To ensure the Authority appoints to the statutory roles of Head of Paid Service, Returning Officer and Electoral Registration Officer.

Aim

What is the intended outcome of the proposal / policy?

Council approval to progress the recruitment and temporary arrangements confirmed.

How

How will it be delivered, by whom and by when?

In accordance with constitutional requirements and the Council's recruitment policy. HR will manage the recruitment exercise, and an appointments committee with appropriate support will deal with the short-listing and appointment to the interim and permanent role, with Council approval for the appointment to the permanent position, and temporary arrangements to the statutory positions described above.

Who

Who are the people likely to be affected by this proposal or policy?

Candidates may have some of the protected characteristics. Equality information is collected as part of the recruitment procedures for monitoring purposes only.

How have you consulted with the people who are likely to be affected?

N/A

Measures

How will you know when you have achieved your aims?

An appointment is made.

What are your measures / indicators of success?

The approach/campaign attracts suitable candidates for the interim and permanent position. Temporary arrangements are in place pending the permanent appointment.

Other Influences

Identify any other policy or decision [internal or external] that may affect your proposal.

Screening Tool				
	Q1. Could this proposal have a +ve or -ve effect on how functions are delivered to any of these groups?	Q2. Could this discriminate against any of these groups?	Q3. Could this proposal advance the equality of opportunity for these groups?	Q4. Could this promote good relations between these groups and the wider community?
Age CYP	No Impact	No Impact	No Impact	No Impact
Age Adults	No Impact	No Impact	No Impact	No Impact
Disability	No Impact	No Impact	No Impact	No Impact
Gender / Sex	No Impact	No Impact	No Impact	No Impact
Pregnancy & Maternity	No Impact	No Impact	No Impact	No Impact
Race / Ethnicity	No Impact	No Impact	No Impact	No Impact
Religion / Belief	No Impact	No Impact	No Impact	No Impact
Sexual Orientation	No Impact	No Impact	No Impact	No Impact
Marriage & Civil Partnership	No Impact	No Impact	No Impact	No Impact
Gender Reassignment	No Impact	No Impact	No Impact	No Impact
Carers	No Impact	No Impact	No Impact	No Impact
Poverty	No Impact	No Impact	No Impact	No Impact
Welsh Language	No Impact	No Impact	No Impact	No Impact

Screening Impacts			
Question	Type	Category	Description
2	No Impact	Age Adults	The Council's recruitment policy which will be followed for this process should ensure that these groups are treated fairly.
2	No Impact	Disability	The Council's recruitment policy which will be followed for this process should ensure that these groups are treated fairly.
2	No Impact	Gender / Sex	The Council's recruitment policy which will be followed for this process should ensure that these groups are treated fairly.
2	No Impact	Gender Reassignment	The Council's recruitment policy which will be followed for this process should ensure that these groups are treated fairly.
2	No Impact	Marriage & Civil Partnership	The Council's recruitment policy which will be followed for this process should ensure that these groups are treated fairly.
2	No Impact	Pregnancy & Maternity	The Council's recruitment policy which will be followed for this process should ensure that these groups are treated fairly.
2	No Impact	Race / Ethnicity	The Council's recruitment policy which will be followed for this process should ensure that these groups are treated fairly.
2	No Impact	Religion / Belief	The Council's recruitment policy which will be followed for this process should ensure that these groups are treated fairly.
2	No Impact	Sexual Orientation	The Council's recruitment policy which will be followed for this process should ensure that these groups are treated fairly.

2	No Impact	Welsh Language	The Council's recruitment policy which will be followed for this process should ensure that these groups are treated fairly.
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3	No Impact	Sexual Orientation	The Council's recruitment policy which will be followed for this process should ensure that these groups are treated fairly.
3	No Impact	Welsh Language	The Council's recruitment policy which will be followed for this process should ensure that these groups are treated fairly.

Negative Effects

Evidence Documents

Linked EIAs

Follow Up

Was any mitigation applied or was the proposal delivered as originally planned prior to the Equality Impact Assessment?

Were the intended outcomes of the proposal achieved or were there other results?

Were the impacts confined to the people you initially thought would be affected, or were other people affected? How?

