

**West of England Combined Authority
Employment and Appointments Committee**

Wednesday, 10 April 2024, 9.30 - 11.11 am
70 Redcliff Street, Bristol BS1 6AL

Present:

Metro Mayor Dan Norris, West of England Combined Authority
Cllr Claire Young, South Gloucestershire Council
Cllr Kye Dudd, Bristol City Council

Officers In Attendance:

Rachel Musson, Strategic Director of Resources (S73 Officer),
Clive Sheldon, Deputy Monitoring Officer,
Essia Harding, Human Resources,
Tim Milgate, Democratic Services

Also Present:

Mark Bearn, TileHill Recruitment

Apologies:

Cllr Kevin Guy, Bath & North East Somerset Council

Minutes

1	<p>Declaration of Interest under the Localism Act 2011</p> <p>There were no declarations of interest declared under the Localism Act 2011. Some members of the Committee had previously worked with some of the candidates in a professional capacity and this was disclosed where necessary during the discussions. No members of the Committee had any personal relationship with any of the candidates.</p>
2	<p>Exclusion of Press and Public Resolved:</p> <p>That pursuant to Section 100A of the Local Government Act 1972 (as amended), members of the press and public be excluded during consideration of the following item of business as it was likely that there would be a disclosure of exempt information as defined in the relevant paragraphs specified in Part 1 of Schedule 12A to that Act.</p>
3	<p>Appointment of statutory officers (short listing)</p> <p>The Committee was asked to consider the applications for the positions of Chief Executive and Director of Legal Services (Monitoring Officer) and to decide which candidates should be shortlisted for the next stage of the recruitment process. An initial assessment of the calibre of the candidates had been carried out by TileHill and their consultants and their representative advised the Committee on the relative merits of each of the candidates.</p> <p>In regards to the Chief Executive role, the Committee commented that the pool of candidate applications had not been as “heavy-hitting” as anticipated given the salary range offered but indicated that they were happy to proceed with the short-listing from amongst the applications received.</p> <p>It was further noted that, especially for the position of Chief Executive, there had been a lack</p>

	<p>of diversity amongst the candidates, It was confirmed that the process carried out to attract candidates had been fair and rigorous and no feedback had been given to suggest any particular group had been deterred from applying due to any equalities concerns. TileHill confirmed that they had spoken to a large number of potential candidates and the feedback received seemed to indicate that it may have either been relocation concerns or the current Best Value Notice that had deterred some candidates from applying for the Chief Executive role.</p> <p>Resolved:</p> <ul style="list-style-type: none">(1) That the progress of the recruitment campaign for the permanent Chief Executive and Director of Legal Services (Monitoring Officer) be noted;(2) That three candidates as set out at the meeting be shortlisted for the next recruitment stage for the position of Chief Executive;(3) That three candidates as set out at the meeting be shortlisted for the next recruitment stage for the position of Director of Legal Services (Monitoring Officer). <p>The meeting closed at 11:11am.</p>
4	<p>Minutes of the Meeting</p> <p>To authorise the Chair of the meeting to agree the accuracy and sign the Minutes as a correct record following circulation to the members of the Committee.</p>
	<p>Signed:</p> <p>Date:</p>