



# APPOINTMENTS SUB-COMMITTEE

Thursday, 22 February 2024 at 4.10 pm  
Committee Room 102  
Hackney Town Hall,  
Mare Street, E8 1EA

Live stream link: <https://youtube.com/live/ZHCDB7qlw2Y>

Back up link: <https://youtube.com/live/t3cyoD5VJBU>

## Members of the Committee:

Mayor Caroline Woodley

Councillor Kam Adams, Majority Group Chief Whip

Councillor Anntoinette Bramble, Statutory Deputy Mayor and Cabinet Member for Education, Young People and Children's Social Care

Councillor Robert Chapman, Cabinet Member for Finance, Insourcing and Customer Service

Councillor Margaret Gordon, Chair of Scrutiny Panel

Councillor Christopher Kennedy, Cabinet Member for Health, Adult Social Care, Voluntary Sector and Culture

Councillor Simche Steinberger, First Opposition Group Chief Whip

Councillor Carole Williams, Cabinet Member for Employment, Human Resources and Equalities

**Dawn Carter-McDonald**  
**Interim Chief Executive**

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[www.hackney.gov.uk](http://www.hackney.gov.uk)

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**Thursday 22 February 2024**

## **Order of Business**

**1 Apologies for Absence**

**2 Declarations of Interest**

Members are invited to consider the guidance which accompanies this agenda and make declarations as appropriate.

**3 Notice of intention to conduct business in private, any representation received and the response to any such representations**

Part of the Appointments Sub-Committee meeting will be held in private and will not be open to the public as an item is being considered that is likely to lead to the disclosure of exempt or confidential information. In accordance with the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012 (the Regulations), members of the public can make representations about why that part of the meeting should be open to members of the public.

This agenda contains exempt items as set out in Item 6. No representations with regard to this have been received.

This is the formal 5 day clear day notice under the Regulations to confirm that this Appointments Sub-Committee meeting will be partly held in private for the reasons set out in this agenda.

**4 Unrestricted Minutes of the Previous Meeting (Pages 9 - 10)**

To consider the unrestricted minutes of the previous meeting held on 7 November 2023.

**5 Questions to the Committee**

A Councillor or a member of the public who lives, works, or studies in the Borough can ask a question of the Committee with one supplementary question relating to an item on the agenda.

If the Chair agrees, a member of the public can ask a question at the Committee without having given notice. If a question without notice is asked, the Chair will explain that it might not be possible to give a full answer at the meeting and that a written response will be provided.

Please contact [governance@hackney.gov.uk](mailto:governance@hackney.gov.uk) for further information.

**6 Exclusion of the Public and Press**

Note from the Acting Director of Legal, Democratic and Electoral Services

Item 7 - 8 allows for the consideration of exempt information as set out in the report.

Proposed resolution:

THAT the press and public be excluded from the proceedings of the Appointments Sub-Committee during consideration of Exempt Items 7 and 8 on the agenda on the grounds that it is likely, in view of the nature of the business to be transacted, that were members of the public to be present, there would be a disclosure of exempt business as defined in paragraph 1 of Part 1 of schedule 12A of the Local Government Act 1972, as amended.

**7 Restricted Minutes of the Previous Meeting** (Pages 11 - 16)

To consider the restricted minutes of the previous meeting held on 7 November 2023.

**8 Recruitment Process for Chief Executive and Head of Paid Service (Exempt)** (Pages 17 - 24)

Exempt report of the Director Human Resources & Organisational Development.

## Public Attendance

The Town Hall is open. Information on forthcoming Council meetings can be obtained from the Town Hall Reception.

Members of the public and representatives of the press are entitled to attend Council meetings and remain and hear discussions on matters within the public part of the meeting. They are not, however, entitled to participate in any discussions. Council meetings can also be observed via the live-stream facility, the link for which appears on the agenda front sheet of each committee meeting.

On occasions part of the meeting may be held in private and will not be open to the public. This is if an item being considered is likely to lead to the disclosure of exempt or confidential information in accordance with Schedule 12A of the Local Government Act 1972 (as amended). Reasons for exemption will be specified for each respective agenda item.

For further information, including public participation, please visit our website <https://hackney.gov.uk/menu#get-involved-council-decisions> or contact: [governance@hackney.gov.uk](mailto:governance@hackney.gov.uk)

## Rights of Press and Public to Report on Meetings

The Openness of Local Government Bodies Regulations 2014 give the public the right to film, record audio, take photographs, and use social media and the internet at meetings to report on any meetings that are open to the public.

By attending a public meeting of the Council, Executive, any committee or sub-committee, any Panel or Commission, or any Board you are agreeing to these guidelines as a whole and in particular the stipulations listed below:

- Anyone planning to record meetings of the Council and its public meetings through any audio, visual or written methods they find appropriate can do so providing they do not disturb the conduct of the meeting;
- You are welcome to attend a public meeting to report proceedings, either in 'real time' or after conclusion of the meeting, on a blog, social networking site, news forum or other online media;
- You may use a laptop, tablet device, smartphone or portable camera to record a written or audio transcript of proceedings during the meeting;
- Facilities within the Town Hall and Council Chamber are limited and recording equipment must be of a reasonable size and nature to be easily accommodated.
- You are asked to contact the Officer whose name appears at the beginning of this Agenda if you have any large or complex recording equipment to see whether this can be accommodated within the existing facilities;
- You must not interrupt proceedings and digital equipment must be set to 'silent' mode;
- You should focus any recording equipment on Councillors, officers and the public who are directly involved in the conduct of the meeting. The Chair of the meeting will ask any members of the public present if they have objections

to being visually recorded. Those visually recording a meeting are asked to respect the wishes of those who do not wish to be filmed or photographed. Failure to respect the wishes of those who do not want to be filmed and photographed may result in the Chair instructing you to cease reporting or recording and you may potentially be excluded from the meeting if you fail to comply;

- Any person whose behaviour threatens to disrupt orderly conduct will be asked to leave;
- Be aware that libellous comments against the council, individual Councillors or officers could result in legal action being taken against you;
- The recorded images must not be edited in a way in which there is a clear aim to distort the truth or misrepresent those taking part in the proceedings;
- Personal attacks of any kind or offensive comments that target or disparage any ethnic, racial, age, religion, gender, sexual orientation or disability status could also result in legal action being taken against you.

Failure to comply with the above requirements may result in the support and assistance of the Council in the recording of proceedings being withdrawn. The Council regards violation of any of the points above as a risk to the orderly conduct of a meeting. The Council therefore reserves the right to exclude any person from the current meeting and refuse entry to any further council meetings, where a breach of these requirements occurs. The Chair of the meeting will ensure that the meeting runs in an effective manner and has the power to ensure that the meeting is not disturbed through the use of flash photography, intrusive camera equipment or the person recording the meeting moving around the room.

## Advice to Members on Declaring Interests

If you require advice on declarations of interests, this can be obtained from:

- The Monitoring Officer;
- The Deputy Monitoring Officer; or
- The legal adviser to the meeting.

It is recommended that any advice be sought in advance of, rather than at, the meeting.

### Disclosable Pecuniary Interests (DPIs)

You will have a Disclosable Pecuniary Interest (\*DPI) if it:

- Relates to your employment, sponsorship, contracts as well as wider financial interests and assets including land, property, licenses and corporate tenancies.
- Relates to an interest which you have registered in that part of the Register of Interests form relating to DPIs as being an interest of you, your spouse or civil partner, or anyone living with you as if they were your spouse or civil partner.
- Relates to an interest which should be registered in that part of the Register of Interests form relating to DPIs, but you have not yet done so.

If you are present at any meeting of the Council and you have a DPI relating to any business that will be considered at the meeting, you **must**:

- Not seek to improperly influence decision-making on that matter;
- Make a verbal declaration of the existence and nature of the DPI at or before the consideration of the item of business or as soon as the interest becomes apparent; and
- Leave the room whilst the matter is under consideration

You **must not**:

- Participate in any discussion of the business at the meeting, or if you become aware of your Disclosable Pecuniary Interest during the meeting, participate further in any discussion of the business; or
- Participate in any vote or further vote taken on the matter at the meeting.

If you have obtained a dispensation from the Monitoring Officer or Standards Committee prior to the matter being considered, then you should make a verbal declaration of the existence and nature of the DPI and that you have obtained a dispensation. The dispensation granted will explain the extent to which you are able to participate.

### Other Registrable Interests

You will have an 'Other Registrable Interest' (ORI) in a matter if it

- Relates to appointments made by the authority to any outside bodies, membership of: charities, trade unions,, lobbying or campaign groups, voluntary organisations in the borough or governorships at any educational institution within the borough.
- Relates to an interest which you have registered in that part of the Register of Interests form relating to ORIs as being an interest of you, your spouse or civil partner, or anyone living with you as if they were your spouse or civil partner; or
- Relates to an interest which should be registered in that part of the Register of Interests form relating to ORIs, but you have not yet done so.

Where a matter arises at any meeting of the Council which affects a body or organisation you have named in that part of the Register of Interests Form relating to ORIs, **you must** make a verbal declaration of the existence and nature of the DPI at or before the consideration of the item of business or as soon as the interest becomes apparent. **You may** speak on the matter only if members of the public are also allowed to speak at the meeting but otherwise must not take part in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation.

### **Disclosure of Other Interests**

Where a matter arises at any meeting of the Council which **directly relates** to your financial interest or well-being or a financial interest or well-being of a relative or close associate, you **must** disclose the interest. **You may** speak on the matter only if members of the public are also allowed to speak at the meeting. Otherwise you must not take part in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation.

Where a matter arises at any meeting of the Council which **affects** your financial interest or well-being, or a financial interest or well-being of a relative or close associate to a greater extent than it affects the financial interest or wellbeing of the majority of inhabitants of the ward affected by the decision and a reasonable member of the public knowing all the facts would believe that it would affect your view of the wider public interest, you **must** declare the interest. You **may** only speak on the matter if members of the public are able to speak. Otherwise you must not take part in any discussion or voting on the matter and must not remain in the room unless you have been granted a dispensation.

In all cases, where the Monitoring Officer has agreed that the interest in question is a **sensitive interest**, you do not have to disclose the nature of the interest itself.

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## DRAFT **UNRESTRICTED** MINUTES OF A MEETING OF THE APPOINTMENT SUB-COMMITTEE

**TUESDAY 7 NOVEMBER 2023**

**Present:** Deputy Mayor Anntoinette Bramble (Chair)  
Cllr Kam Adams  
Cllr Robert Chapman  
Cllr Margaret Gordon  
Cllr Christopher Kennedy  
Cllr Carole Williams

**Apologies:** Cllr Simche Steinberger

**Officers in Attendance:** Sandra Farquharson, Director of Human Resources  
and Organisational Development  
Tessa Mitchell, Governance Team Leader

**Online:** Juliet Babb, Acting Director for Legal and  
Governance

### **1. Election of Chair**

- 1.1 Councillor Kennedy nominated Deputy Mayor Bramble as Chair which was seconded by Cllr Adams.

#### **RESOLVED:**

**That Deputy Mayor Bramble be nominated to preside as Chair of the committee.**

### **2. Apologies for Absence**

- 2.1 Apologies for absence received from Councillor Steinberger.

### **3. Declarations of Interest**

- 3.1 There were no new declarations of interests from Elected Members.

The Director of Human Resources and Organisational Development asked that the committee noted that officers named in the report have also provided comments on the report. Additionally, advice was also provided by the the Council's external adviser on the content of the report to be discussed.

**4. Notice of intention to conduct business in private, any representation received and the response to any such representations**

4.1 No representations were received.

**5. Unrestricted minutes of the Appointments Sub-Committee meeting on 10 July 2023**

5.1 That the unrestricted minutes of the Appointments Sub Committee meeting on 10 July 2023 were approved as a true and accurate record of proceedings.

**6. Exclusion of the Press and Public**

**RESOLVED:**

**6.1 THAT the press and public be excluded from the proceedings of the Appointment Sub-Committee during consideration of Exempt Item 6 on the agenda on the grounds that it is likely, in view of the nature of the business to be transacted, that were members of the public to be present, there would be a disclosure of exempt business as defined in paragraphs 1, 2 and 3 of Part 1 of schedule 12A of the Local Government Act 1972, as amended.**

**7. Chief Officer Staffing Arrangements (Exempt)**

By virtue of paragraph(s) 1, 2, 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

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