



**SUMMONS TO ATTEND
EXTRAORDINARY COUNCIL
MEETING**

Monday 23 January 2023 at 6.00 pm

Conference Hall - Brent Civic Centre, Engineers Way,
Wembley, HA9 0FJ

Please note that this meeting will be held as a physical meeting with all members of the Council required to attend in person.

To the Mayor and Councillors of the London Borough of Brent and to each and every one of them.

I hereby summon you to attend an EXTRAORDINARY MEETING OF THE COUNCIL of this Borough.

A handwritten signature in black ink, appearing to read "Carolyn Downs".

CAROLYN DOWNS
Chief Executive

Dated: 12 January 2023 (republished 19 January 2023)

For further information contact: James Kinsella, Governance Manager
Tel: 020 8937 2063; Email: james.kinsella@brent.gov.uk

For electronic copies of minutes, reports and agendas, and to be alerted when the minutes of this meeting have been published visit:
democracy.brent.gov.uk

Limited space will be available at the meeting for the press and public to attend or alternatively it will be possible to follow the meeting via the live webcast. The link to follow proceedings via the live webcast is available [HERE](#)

Notes for Members - Declarations of Interest:

If a Member is aware they have a Disclosable Pecuniary Interest* in an item of business, they must declare its existence and nature at the start of the meeting or when it becomes apparent and must leave the room without participating in discussion of the item.

If a Member is aware they have a Personal Interest** in an item of business, they must declare its existence and nature at the start of the meeting or when it becomes apparent.

If the Personal Interest is also a Prejudicial Interest (i.e. it affects a financial position or relates to determining of any approval, consent, licence, permission, or registration) then (unless an exception at 14(2) of the Members Code applies), after disclosing the interest to the meeting the Member must leave the room without participating in discussion of the item, except that they may first make representations, answer questions or give evidence relating to the matter, provided that the public are allowed to attend the meeting for those purposes.

***Disclosable Pecuniary Interests:**

- (a) **Employment, etc.** - Any employment, office, trade, profession or vocation carried on for profit gain.
- (b) **Sponsorship** - Any payment or other financial benefit in respect expenses in carrying out duties as a member, or of election; including from a trade union.
- (c) **Contracts** - Any current contract for goods, services or works, between the Councillors or their partner (or a body in which one has a beneficial interest) and the council.
- (d) **Land** - Any beneficial interest in land which is within the council's area.
- (e) **Licences** - Any licence to occupy land in the council's area for a month or longer.
- (f) **Corporate tenancies** - Any tenancy between the council and a body in which the Councillor or their partner have a beneficial interest.
- (g) **Securities** - Any beneficial interest in securities of a body which has a place of business or land in the council's area, if the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body or of any one class of its issued share capital.

****Personal Interests:**

The business relates to or affects:

- (a) Anybody of which you are a member or in a position of general control or management, and:
 - To which you are appointed by the council;
 - which exercises functions of a public nature;
 - which is directed is to charitable purposes;
 - whose principal purposes include the influence of public opinion or policy (including a political party or trade union).
- (b) The interests a of a person from whom you have received gifts or hospitality of at least £50 as a member in the municipal year;

or

A decision in relation to that business might reasonably be regarded as affecting, to a greater extent than the majority of other council tax payers, ratepayers or inhabitants of the electoral ward affected by the decision, the well-being or financial position of:

- You yourself;
- a member of your family or your friend or any person with whom you have a close association or any person or body who employs or has appointed any of these or in whom they have a beneficial interest in a class of securities exceeding the nominal value of £25,000, or any firm in which they are a partner, or any company of which they are a director
- any body of a type described in (a) above

Agenda

1 Apologies for Absence

2 Declarations of Interest

Members are invited to declare at this stage of the meeting, the nature and existence of any relevant disclosable pecuniary or personal interests in the items on this agenda and to specify the item(s) to which they relate.

3 Appointment of the Chief Executive and Designation of Head of Paid Service. 1 - 4

In accordance with Standing Order 29, Members are asked to note that the Mayor has called an Extraordinary Meeting of the Council in order to consider a report recommending (following a recruitment process undertaken by the Senior Staff Appointment Sub Committee) the appointment of the Chief Executive for the London Borough of Brent and to designate an officer of the Council as the Council's Head of Paid Service.


(Agenda republished on 19 January 2023 to include the report detailing the recommended appointment of Chief Executive, following completion of the recruitment process by the Senior Staff Appointments Sub Committee)



Please remember to switch your mobile phone to silent during the meeting.

- The meeting room is accessible by lift and seats will be provided for members of the public. Alternatively, it will be possible to follow proceedings via the live webcast [here](#)

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	<p align="center">Extraordinary Council Meeting 23 January 2023</p>
	<p align="center">Report from the Corporate Director of Governance</p>
<p>Appointment of the Chief Executive and Designation of Head of Paid Service</p>	

Wards Affected:	All
Key or Non-Key Decision:	Council
Open or Part/Fully Exempt: <small>(If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)</small>	Open
No. of Appendices:	None
Background Papers:	None
Contact Officer(s): <small>(Name, Title, Contact Details)</small>	Martin Williams Head of Human Resources 020 8937 3209 martin.williams@brent.gov.uk

1.0 Summary

- 1.1 To approve the appointment of the Chief Executive for The London Borough of Brent and to designate an Officer of the Council as the Council’s Head of Paid Service. The post holder is also Returning Officer for the purposes of elections and its Electoral Registration Officer.

2.0 Recommendation

- 2.1 To approve the appointment of Kim Wright as Chief Executive and designate her as the Head of Paid Service with effect from 1st May 2023.

3.0 Background

- 3.1 The Council undertook a procurement exercise to appoint recruitment consultants to undertake the task of finding suitable candidates for the post of Chief Executive. Penna were appointed and they were able to encourage a strong and diverse field of 9 applicants. Following discussion with the Senior Staff Appointments Sub-Committee, a long list of 5 potentially suitable candidates was produced and all of the candidates were subject to a lengthy technical interview by the consultants. These were again discussed with the Senior Staff Appointments Sub-Committee. As a result of that process a

shortlist of 2 candidates was prepared. On the 16th January 2023 both candidates attended an informal event with Councillors, a stakeholder panel, a panel of young people and a Q&A session with members of CMT.

- 3.2 In accordance with the Council's Constitution, the Senior Staff Appointments Sub Committee met on 17th January 2023 and formally interviewed both the candidates. The Committee was constituted of Councillors M. Butt, M. Patel, Knight, Krupa Sheth and Kansagra. In attendance was the Council's Head of Human Resources and a Penna Consultant. As a result of that interview process the Committee resolved that the post of Chief Executive should be offered to Kim Wright subject to the Cabinet notification requirements and the approval of Full Council.
- 3.3 Kim Wright is presently the Chief Executive of the London Borough of Lewisham. Kim has been Chief Executive of Lewisham Council since October 2019 where she led the council's response to the global pandemic that included winning a national award from the Federation of Small Businesses for the support given to entrepreneurs. During Kim's time at Lewisham the authority was praised for its work supporting homeless people while the number of residents saying the council runs things well and provides value for money both improved significantly.
- 3.4 Before joining Lewisham Kim worked in a series of Strategic Director roles at Hackney Council which all involved working as part of the senior leadership team to drive improvement and change. Before her 15 years working in Hackney, Kim also worked at Barnet and before that Spelthorne Borough Council where she started her career in leisure services.
- 3.5 Kim holds a number of pan London roles – as Chair of the London Recovery Board's Tackling Structural Inequalities; as co-Chair of the London local government Tackling Racial Inequality Group; and as Deputy Chair of London's Local Resilience Forum, representing all 33 local authorities.
- 3.6 In accordance with Standing Order 77, the Cabinet has been informed of the preferred choice of candidate and no objection has been made to the proposed appointment. If Council approves the recommendation, a formal offer of appointment can be made and a date for the commencement of Kim Wright's employment confirmed.

4.0 Financial Implications

- 4.1 The remuneration of the Chief Executive is set out in the Pay Policy Statement agreed by Full Council in 2022. Kim Wright will be paid at the top of the scale.

5.0 Legal Implications

- 5.1 There are two clear and distinct concepts, namely the contractual appointment to the post of Chief Executive, and the designation of an officer of the Council as Head of Paid Service. It is usual for one individual to discharge both roles.

5.2 The Local Authorities (Standing Orders) Regulations 1993, as amended and the Local Authorities (Standing Orders) (England) Regulations 2001 as applied by the Council's Constitution make clear that it is for full Council to determine any appointment to the contractual post of Permanent Chief Executive and to designate an officer of the Council as the Council's Head of Paid Service under section 4 of the Local Government and Housing Act 1989.

5.3 In accordance with the Local Authorities (Standing Orders) (England) Regulations 2001, before confirming the appointment of the Chief Executive, all Cabinet members must be given the right to object to that appointment.

5.4 Under the Council's Constitution, the Chief Executive will be the Council's Returning Officer and its Electoral Registration Officer.

6.0 Equality Implications

6.1 The brief for the recruitment consultants emphasised the importance of producing a diverse field of applicants. This was an important consideration at each stage of the process.

7.0 Human Resources/Property Implications (if appropriate)

7.1 These have been detailed within the report.

Report sign off:

Debra Norman

Corporate Director of Governance

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