



Extraordinary Council Meeting
23 January 2023

**Report from the
Corporate Director of Governance**

Appointment of the Chief Executive and Designation of Head of Paid Service

Wards Affected:	All
Key or Non-Key Decision:	Council
Open or Part/Fully Exempt: (If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)	Open
No. of Appendices:	None
Background Papers:	None
Contact Officer(s): (Name, Title, Contact Details)	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