

Cabinet

Date and Time - **Monday 17 August 2020 – 6:30pm**

Venue - **Remote Meeting**

Councillors appointed to the Committee:

Councillor D.B. Oliver (Leader), Mrs C.A. Bayliss, J.H.F. Brewerton, T.J.C. Byrne, K.P. Dixon, K.M. Field, S.M. Prochak (Deputy Leader), H.L. Timpe and J. Vine-Hall.

AGENDA

1. **APOLOGIES FOR ABSENCE**

2. **MINUTES**

To authorise the Leader to sign the Minutes of the meeting held on 27 July 2020 as a correct record of the proceedings.

3. **ADDITIONAL AGENDA ITEMS**

To consider such other items as the Leader decides are urgent and due notice of which has been given to the Head of Paid Service by 9:00am on the day of the meeting.

4. **URGENT DECISIONS**

The Leader to give details of those reports that have been referred to the Chairman of the Council to consider designating as urgent, in accordance with Rule 17 of the Overview and Scrutiny Procedure Rules contained within Part 4 of the Council Constitution, and to which the call-in procedure will not therefore apply.

5. **DISCLOSURE OF INTERESTS**

To receive any disclosure by Members of personal and disclosable pecuniary interests in matters on the agenda, the nature of any interest and whether the Member regards the personal interest as prejudicial under the terms of the Code of Conduct. Members are reminded of the need to repeat their declaration immediately prior to the commencement of the item in question.

At the discretion of the Leader, the order of the items set out in the agenda may be varied

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6. **BEXHILL PROMENADE TRADING** (Pages 1 - 4)
7. **SENIOR STAFF RESTRUCTURING** (Pages 5 - 16)
8. **CHILDREN'S NURSERY PROVISION IN BEXHILL** (Pages 17 - 18)
9. **EXCLUSION OF PRESS AND PUBLIC (EXEMPT INFORMATION)**

The following item includes material which is exempt from publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972, as amended, and it is recommended that the press and public be excluded. The relevant paragraph of Schedule 12A indicating the nature of the exempt information is stated after the item and is reproduced in full at the end of the agenda. In all the circumstances of each case, it is considered that the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

10. **COMMERCIAL DEVELOPMENT OPPORTUNITY - CONFIDENTIAL (PARAGRAPH 3)** (Pages 19 - 208)

Malcolm Johnston
Executive Director

Agenda Despatch Date: 7 August 2020

Extract from Schedule 12A of the Local Government Act 1972 (as amended)

3. Information relating to the financial or business affairs of any particular person (including the authority holding that information).

Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012

Publication of this Agenda constitutes notice that in accordance with Regulation 5(7) of the above, the Chairman of the Overview and Scrutiny Committee has agreed that Agenda Item 10) above is urgent and compliance with the above regulations in respect of private meetings is impractical with regard to this Item.

Rother District Council

Report to: Cabinet

Date: 17 August 2020

Title: Bexhill Promenade Trading

Report of: Ben Hook, Head of Acquisitions, Transformation and Regeneration

Cabinet Member: Councillor Oliver

Ward(s): Central Ward, Bexhill

Purpose of Report: To permit extended trading arrangements at Bexhill Promenade during the current tourist season

Decision Type: Non-Key

Officer

Recommendation(s): It be **RESOLVED:** That:

- 1) temporary spill-out seating licences be granted to the food and drink tenants at Bexhill Promenade until 31 October 2020 as set out at Appendix 1; subject to meeting safe working criteria; and officers be authorised to take the necessary steps to prevent unauthorised spill-outs, including termination of tenancies where the problem persists; and
- 2) rent relief be granted to all food and drink tenants at the Promenade, as set out at Appendix 1 for the period from 1 April 2020 – 30 September 2020.

Reasons for

Recommendations: To regularise the current position through the grant of temporary licences allows the Council to ensure that such activity takes place in a safe manner. Rental concessions will help to ensure that tenants remain in place over the forthcoming months.

Introduction

1. Due to the recent lockdown measures, businesses in the retail and hospitality sectors were significantly affected. The lockdown coincided with the start of the spring season and many businesses that rely on this period leading into the summer seasons' trade have seen a significant drop in earnings as a result of being unable to trade or severely restricted in their trading activity. These include the Council's own tenants on Bexhill Seafront.

Proposals

2. Now that trading has resumed under social distancing guidelines, some tenants at the Promenade have taken the opportunity to increase their trading capacity by placing tables and chairs on the Promenade to accommodate additional customers. This does not currently have formal approval from the Council; however, officers have been mindful of the desire to support and retain local businesses during the current crisis. This also reflects the recent change to permit pavement licences to restaurants and cafes in town centres.
3. In order to regularise the position, it is recommended that officers be authorised to grant temporary licences to existing restaurants and cafes on Bexhill seafront to allow them to extend their seating arrangements, provided that that this can be accommodated with regard to public safety and COVID-19 guidelines. The extent of these arrangements will be agreed with each tenant and thereafter monitored by the Coastal Officers to ensure that any conditions are adhered to. Failure to comply will result in the licence being revoked. It is not proposed to charge a fee for this arrangement.
4. It is recommended that any temporary licences be granted for the period up to and including 31 October 2020. Beyond that date tenants will be required to revert to trading within the areas permitted within their previously existing lease or licences, and this will be enforced in accordance with the provisions of the lease or licence, including termination of the tenancy or licence where the breach is persistent.
5. In order to further support the Council's tenants at Bexhill Promenade, it is recommended that all rents and licence fees from food and drink tenants on the Promenade, including the Colonnade, be written off for the period 1 April – 30 September 2020. This will cost in the order of £27,700 in lost income. A list of these premises is attached as Appendix 1.
6. This is in response to requests from tenants who have indicated that their businesses are at risk. In general, the hospitality and catering sectors have been particularly hard hit by the lockdown and are only now able to make up for lost time during the normally busy summer season. Social distancing rules also limit businesses' customer capacity. Whilst some seafront tenants are able to trade successfully when the weather is good, their ability to survive the lockdown in the long term will depend on their ability to sufficiently recover lost income to survive the forthcoming winter season. A rental concession would help ensure that tenants remain in place over the forthcoming months.

Conclusion

7. Currently traders are spilling out onto the Promenade to recover some of their losses due to the lockdown and COVID-19 restrictions but there is currently no authority for the Council to permit this. This presents the risk of conflict between traders and members of the public using the Promenade, and a potential insurance risk to the Council should an accident occur. Regularising the position through the

grant of temporary licences allows the Council to ensure that such activity takes place in a safe manner.

8. Businesses on the Promenade are particularly reliant on casual and seasonal trade driven by leisure activity. The proposed relief on rents will allow tenants who have been adversely affected by the lockdown to manage costs while trading under social distancing guidelines, at a time when customer confidence and activity remains low.
9. Therefore, it is recommended:
 - 1) to grant temporary spill-out seating licences to food and drink tenants at Bexhill Promenade until up to and including 31 October 2020; subject to meeting safe working criteria and officers be authorised to take the necessary steps to prevent unauthorised spill-outs, including termination of tenancies where the problem persists; and
 - 2) to grant rent relief to all food and drink tenants at the Promenade for the period from 1 April 2020 – 30 September 2020.

Financial Implications

10. Offering rent relief to food and drink tenants at Bexhill Promenade for 6 months will incur a cost of approximately £ 27,700 in lost revenue. This will add to the overall deficit the Council is expecting as a result of the Corona Pandemic. It is unlikely that rent relief post relaxation of lockdown measures will qualify for government financial support.

Legal Implications

11. If approved the resolution will necessitate entering into a number of temporary licence agreements, similar to sitting out licences already in place.

Other Implications

12. Risk Management: the extent and arrangement of any sitting-out areas will be agreed in consultation with the Coastal Control Officer, including a risk assessment having regard to the safety of staff and customers of the businesses, pedestrians and cyclists on the Promenade, and social distancing guidelines.

Other Implications	Applies?	Other Implications	Applies?
Human Rights	No	Equalities and Diversity	No
Crime and Disorder	No	Consultation	No
Environmental	No	Access to Information	No
Sustainability	No	Exempt from publication	No
Risk Management	Yes		

Executive Director: Dr Anthony Leonard
Proper Officer: Malcolm Johnston, Head of Paid Service

Report Contact Officer:	Ben Hook – Head of Service Acquisitions, Transformation and Regeneration
e-mail address:	ben.hook@rother.gov.uk
Appendices:	Appendix 1 – List of premises
Relevant Previous Minutes:	None
Background Papers:	None
Reference Documents:	None

Appendix 1

Food & Drink premises on Bexhill Seafront

- Sovereign Light Café, West Parade
- The Kiosk, West Parade
- Colonnade Restaurant
- Kiosks 3 & 4 at the Colonnade
- Bathing Station Kiosk, East Parade

Rother District Council

Report to: Cabinet

Date: 17 August 2020

Title: Senior Staff Restructuring

Report of: Councillor Doug Oliver, Leader of the Council

Cabinet Member: Councillor Doug Oliver, Leader of the Council

Ward(s): -

Purpose of Report: To implement a new senior management arrangement.

Decision Type: Key

Recommendation: It be **RESOLVED:** That the following recommendations be made to a special meeting of Licensing and General Purposes Committee and thereafter to Council on 21 September 2020:

- 1) that both Executive Directors posts be deleted and that a post of Chief Executive be established;
- 2) that appointment to this new post be ringfenced to the two existing Executive Directors. If both Executive Directors wish to apply for the Chief Executive post then a Member Appointment Panel be formed. If only one applies then that Executive Director shall be appointed to the position;
- 3) in the first instance the appointment be made for one year only, with a Member Panel conducting regular performance reviews against set objectives and a behaviour framework. That Panel will submit a report to Full Council in one year's time;
- 4) that this report and its recommendations, including the appropriate salary scale, be considered and amended as deemed necessary by the Licensing and General Purposes Committee. The Licensing and General Purposes Committee will also consider any responses to consultation by Trade Unions and the officers concerned in addition to considering a report on proposed redundancy terms for the Executive Director who does not remain; and
- 5) that the Licensing and General Purposes Committee report and make recommendations direct to Full Council.

Introduction

1. The Cabinet meeting of 9 March 2020 considered a confidential report on Council Transformation: Stage 1 (Minute CB19/111 refers).

2. Since that time Members will not need to be reminded of the impact COVID-19 has had on our communities, businesses and the Council itself in terms of delivery of services and its own financial resources.
3. Cabinet has used this time to discuss more widely and to reflect on the changes that have occurred within the Council – such as revised ways of working, changes to the way some services are delivered and how residents and businesses communicate with the Council. These dynamics have shown that future operation of the Council will look different to that of pre-COVID-19.
4. Due to the impact of COVID-19, to future national uncertainty surrounding local government structure and to the need to retain senior staff skills and knowledge, it is felt appropriate to withdraw the original recommendations and replace them at this stage by a single recommendation. This is to appoint a strategic Chief Executive and Head of Paid Service (a draft Job Description and Person Specification is attached) on a one-year contract in the first instance. This post to be ringfenced to the two existing Executive Directors.
5. This will enable Members urgently to work with the newly appointed Chief Executive with minimum disruption and time loss, to deliver the Council's response to the post pandemic situation and its evolving new Corporate Plan (CP).

Background

6. Obviously the COVID-19 pandemic forms a major backdrop at the present time. Members, however, will also be aware of the work currently being undertaken developing a new CP for the Council. The CP will reflect new priorities and set the direction for the Council for the next seven years. The current CP (2014-2021) had identified the need to reset services and this formed the basis of the Council's Efficiency Plan latterly known as the Rother 2020 programme. This work looked at lean and demand, devolution and service resetting to further reduce the cost of the Council. Members will also be aware of the increased financial challenge facing the Council. Cabinet (Minute CB19/57 refers) noted the actions of the Strategic Management Team (SMT) to mitigate the projected overspend of £1.2m in 2019/20 and to deliver the ongoing savings through the Rother 2020 Programme in order to ensure the Council achieves a balanced budget in the medium term. Since that time, the financial situation has deteriorated further due to the impact of COVID-19, not only on costs but also on the Council's income streams. Members will also be aware of the financial impact of COVID-19 in 2020/21 that may or may not be covered by the Government grant. The pandemic has slowed progress on delivering additional income and expenditure savings envisaged in the Medium Term Financial Plan (MTFP).
7. Members will also be aware of the prospect of organisational turbulence if the Government moves ahead with widely mooted plans to expand unitary local government across England.
8. As employee related costs represent the Council's largest item of expenditure, it was planned through the Rother 2020 programme that savings in staffing would contribute to the overall savings target. Some of these savings were achieved through the voluntary redundancy programme in March 2020. However, as part of the original MTFP and because of COVID-19, it is

necessary to review the Council's staffing structure to ensure it aligns and supports the emerging CP and MTFP.

Corporate Plan

9. The priorities for the new CP, in addition to achieving financial stability, will be centred on improving the environment, delivering new housing, delivering a new Bexhill Town Council and the continued devolution of functions and assets to Rother's communities.
10. The officer/departmental structure will need to reflect these priorities for the Council, particularly the climate and environmental challenges and housing delivery programme. This will require staff resources to be reallocated/enhanced in areas.

Financial Environment

11. Members will be aware that since 2010 Central Government has imposed significant funding reductions on Local Government whereby Revenue Support Grant for Rother has been reduced to zero and retained income from business rates reduced; a total loss in excess of £3m ignoring the impact of inflation. This, alongside successive low council tax rises, reductions in interest earnings and the impact of inflation, particularly contract inflation and the new waste contract has put unprecedented pressures on the Council's finances.
12. The Council's MTFP has consistently evolved to deal with these pressures through delivering efficiencies, staff restructures (particularly in 2014 with the loss of the post of Chief Executive, five Heads of Service and 20 other posts), shared services, joint working, devolvement, income generation and income through regeneration. In setting balanced budgets, the current MTFP relies on using reserves and while this is not a sustainable long-term strategy, in recent years the draw on reserves have been far less demanding due to these efforts.
13. However, as mentioned earlier in this report, the impact of the COVID-19 pandemic on the Council's finances adds significant pressure with a projected shortfall of £2m to £3m in 2020/21. There are potentially longer lasting negative impacts as well if local businesses fail (reducing business rate income), and increased unemployment reduces the amount of Council Tax collectable (increased households claiming council tax support). In addition, if new development within the District, both in terms of business space and residential homes falters, then there will be further lost revenues to the Council.
14. Creating additional income is however proving challenging with limited opportunity to acquire properties to let within Rother and surrounding area. The approved acquisitions within Rother to date are largely new developments with a longer time horizon for delivering income than is currently envisaged in the MTFP. Together with the rise in waste collection costs, greater emphasis on housing delivery and the Council promoting environmental actions, means there is a need for further savings to be identified or the draw on reserves will become greater.

15. In setting the Revenue Budget for 2020/21, increased importance was given to the delivery of the 'Rother 2020' programme service-based savings. A package of cost reduction measures was identified including securing a reduction in the number of staff through the "lean" and demand programme and service prioritisation. The reduction in staff has partially been achieved through a voluntary redundancy programme but this has fallen short of the target savings due to the envisaged review of the senior management structure being delayed until this report.
16. The next phase will look at accommodating the priorities for the new Council. Also, if a Bexhill Town Council is to be created this could lead to further changes in departmental structures, depending on the scope of services that are devolved. To set up a wholly new Town Council is a significant undertaking and will require this Council to dedicate short term resources to enable this to happen as there is insufficient capacity within the existing workforce.
17. It is also important for Members to consider the relative priority of Council services if the income and savings expected are insufficient to deliver a sustainable budget. Officers and Members will need to undertake a review based on the CP priorities and non-priorities to consider at a future date.

Senior Management

18. As stated in paragraph 8 above, staff savings were identified as being part of a package of measures towards contributing to the savings target for the forthcoming financial year. SMT recognise that in order to protect as many of the Council's frontline services as possible there needs to be a reduction in the most senior level of management of the Council. However, this is caveated in that senior management has been significantly reduced over the years and the workload is proving challenging.
19. Having considered the future needs and direction of the Council along with the customer journey/requirements for services, it is proposed that both Executive Directors posts be deleted, and a new post of strategic Chief Executive and Head of Paid Service be created (as set out in the attached Job Description and Person specification). This post will be ringfenced to the existing two Executive Directors, in accordance with the Council's redundancy and restructuring policies.
20. As this proposal relates to the current shared Head of Paid Service role, this will require full Council approval. Because this is technically a reorganisation, in accordance with the Council's Constitution, this matter is remitted to the Licensing and General Purposes Committee (L&GP) for consideration.
21. In the event that both Executive Directors wish to compete for the post, a Member Appointment Panel will be formed of Members, one of which must be a Member of the Executive. If neither wishes to apply then then a Member Appointment Panel will be required to appoint an external candidate.
22. It is proposed that advice is sought on the appropriate pay range for the post and that the Council's Pay Policy is amended accordingly. It is considered right, since the Council is not seeking external competition, that the appointment is made to the bottom rung of the appropriate pay range and that

the appointment is made for one year only in the first instance. The post will be subject to regular performance monitoring with respect to milestones and behaviours and performance monitored by a Member Panel (composition to be decided). There will be a further report to Full Council in one year's time on whether, at that stage, it is preferable to open up competition for this post to external candidates or whether to confirm and make the internal appointment substantive.

Financial Implications

23. The current salary of an Executive Director is around £100,000, excluding September 2020 pay award (Basic Pay £96,585 plus car allowance £3,768) with on-costs around £133,000. This is one spinal column point below the top of grade, a voluntary arrangement agreed by both Executive Directors at the time the former Chief Executive post was made redundant. The salary of the new Chief Executive role is to be determined by Full Council on recommendation of the L&GP. For the purposes of considering the financial implications of this report, an example salary of £115,000 is used and represents the average for Districts in the area. With on-costs, the total cost is in the order of £155,000. The saving after costing the re-grade will be around £111,000 per annum, which initially will cover the cost of severance of the second postholder. After one year this becomes an ongoing revenue saving.
24. Establishment of the behaviour framework to support performance monitoring is budgeted as £10,000 as previously approved by Cabinet (see Appendix B).
25. The cost of severance following redundancy of the second post will vary depending on which Executive Director is appointed. The Government has indicated that Regulations (Public Sector Exit Payment Cap Regulations 2019) are to be laid before Parliament soon restricting the total severance pay for any individual to £95,000, including any additional cost to the Pension Fund for early take up of benefits. Full Council will need to approve whatever is offered, and it will be unclear until September at the earliest whether these Regulations are to be enacted before the date of Full Council and whether there will be any flexibility that Council can exercise over the value of the exit package.

Services Staff

26. As the Council adjusts its service provision to manage the Government funding reductions and the priorities set by this Council, the staffing structure has been and will be continually under review. This will be a key role for the new Chief Executive.

Consultation

27. Both Executive Directors and their union ALACE have been appraised of this report and ALACE has made a number of points which will be reported to the L&GP. A copy of this report has been sent to Staff Side for Union response direct to the L&GP.

Conclusion

28. A previous Cabinet report, considered in March, on this matter has been withdrawn due to the impact that the COVID-19 pandemic has had on the Council, especially in relation to the MTFP. It is the ambition of this Council to be streamlined and efficient as set out in the emerging new CP, the recommendations contained within the report are important first steps towards that goal.
29. This report presents the commencement of a revised management structure to Members and initial changes to the staffing structure. This review provides the basis for delivering services and priorities in the new CP and MTFP against the backdrop of the Council's financial and organisational prospects.

Other Implications	Applies?	Other Implications	Applies?
Human Rights	No	Equalities and Diversity	No
Crime and Disorder	No	Consultation	Yes
Sustainability	No	Access to Information	No
Risk Management	No	Exempt from publication	No

Executive Director:	NA
Proper Officer:	
Report Contact Officer:	Councillor Doug Oliver
Appendices:	Appendix A (1) & (2) - Job Description and Person Specification Appendix B - Behaviour Framework.
Relevant Previous Minutes:	Minutes of Cabinet meeting 9 March 2020, minute reference CB19/111.
Background Papers:	None
Reference Documents:	None

**ROTHER DISTRICT COUNCIL
CHIEF EXECUTIVE JOB DESCRIPTION (DRAFT)**

Job Title CHIEF EXECUTIVE
Salary level

**Primary Purpose
of the Job**

To act as principal adviser to The Leader and all elected members. To support Councillors in the leadership; development; and, establishment of a transformed Council. As the statutory Head of Paid Service, to provide leadership and direction throughout the organisation. To be accountable for the performance of the organisation and meet the Council's strategic objectives through efficient and effective deployment of resources. To ensure that residents receive services of the highest standard.

Responsible to The Leader of the Council and the Cabinet

Responsible for Those officers for whom there is, at any point in time, a direct or shared management responsibility. As Head of Paid Service - all employees of the Council.
This document is written with reference to the National JNC for Local Authority Chief Executives National Salary Framework & Conditions of Service Handbook.

**Principal
Responsibilities**

- 1) To advise and support the leader on any matter relevant to the Council's functions.
- 2) To lead the development and establishment of a transformed Council ensuring it is successful; viable; and excellent in service delivery to customers.
- 3) To ensure elected members' vision for the Council is translated into operational reality.
- 4) To work with elected Members to provide leadership, vision and strategic direction to the council, ensuring a clear sense of ambition and purpose, particularly in the context of the operational and financial challenges the council faces.
- 5) To enable and ensure the efficient corporate management of the Council through developing heads of service units and a new Management Team ensuring the delivery of high-quality services; drive improvements and coordinate strategies.
- 6) To exercise the duties and responsibilities as Head of Paid Service.
- 7) To drive forward regeneration activity across Rother and ensure the Council is a key lever to economic prosperity.
- 8) To identify new opportunities for improving democratic accountabilities in the changing landscape.
- 9) To lead strategically, promote and manage effective partnership and community relationships with stakeholders within and outside of the Council.

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- 10) To act as principal policy adviser to Members and ensure that the Council's policies and priorities are understood, owned and implemented across the organisation.
 - 11) To represent and negotiate on behalf of the Council on external bodies and networks. This includes representing the Council at civic, local, regional and national events.
 - 12) To ensure the effective governance of the Council and the legality, probity, integrity, proper public accountability and scrutiny of its decision-making processes.
 - 13) To promote a culture of excellence underpinned by performance management and continuous improvement, motivating and developing the Council's workforce to achieve its objectives.
 - 14) To participate in the recruitment of Chief Officers across the Council.
 - 15) To act as the Council's Returning Officer for local elections and Acting Returning Officer for the various Parliamentary Constituencies.

Chief Executive Behaviours

The post holder will exhibit and performance will be managed against the council's behavioural framework.

Review and Change Arrangements

The details contained in the job description reflect the content of the job at the date the document was prepared. It is inevitable that over time the nature of the job will change, existing duties may be lost and other duties may be gained without changing the general character of the duties or the level of responsibility. Consequently, the Council will expect to revise the job description from time to time and will consult with the post holder at the appropriate time.

**ROTHER DISTRICT COUNCIL
CHIEF EXECUTIVE PERSON SPECIFICATION (DRAFT)**

Job Title CHIEF EXECUTIVE

Stage One Disabled Candidates are guaranteed an interview if they meet the essential criteria

The Minimum Essential Requirements for the above post are as follows and will be assessed by application and/or interview.

1. EXPERIENCE, SKILLS AND KNOWLEDGE

Ability to develop positive working relationships with all elected members, ensuring their vision is translated into operational reality.

A proven track record in a number of organisations, of leading, managing, empowering and inspiring teams of senior staff to a high level of achievement and innovation.

Experience of successful change management and transformation within a major organisation, ideally of the introduction of Agile working and ideally within a politically sensitive environment.

Ability to develop, manage and maintain community relationships.

An understanding of the Council's financial context and budget strategy and a proven track record in the successful management of comparable complex budgets and resources within a Local Authority setting.

Successful experience of operating in a sensitive political context and providing clear, objective advice to senior officers, Elected Members and partner organisations.

A proven track record of formulating and implementing complex strategies and plans that cross service boundaries; drive the development of an organisation; and, deliver corporate objectives.

Extensive experience of successfully developing and managing high quality strategic partnerships and relationships across sectors with a wide range of stakeholders, to deliver inter-organisational objectives.

A detailed understanding of the sector and challenges it faces, including the regional and sub-regional context relating to Rother and East Sussex and the impact that Council reorganisation will have on staff and residents.

Knowledge and experience of driving and delivering regeneration, to maximise the opportunities a local authority has to shape the place and improve community outcomes within which it operates.

Demonstrable experience of working and exercising sound judgement in an environment which involves a high degree of interface with senior politicians and officers, local and regional government and partner organisations.

Highly developed analytical, problem solving and negotiating skills producing a record of innovative solutions to ensure achievement of corporate objectives

Successful involvement with the media and in promotion and management of an organisation's corporate reputation.

2. CHIEF OFFICER COMPETENCIES

Candidates will be assessed against the following competencies:

- **Leadership**
- **Transformation**
- **Strategic management**
- **Ability to work collaboratively with elected Councillors**
- **Values driven**
- **Creates vision**
- **Acting collaboratively**
- **Communicating powerfully**
- **Changing culture**
- **Handling complexity**
- **Continuously improving performance**

3. CHIEF OFFICER BEHAVIOURS

Candidates will be assessed against the following behaviours:

- **[TO BE COMPLETED WITH THE, TO BE DESIGNED, BEHAVIOUR FRAMEWORK]**

4. WORK RELATED CIRCUMSTANCES

The Chief Executive is expected to:

- Work such hours as are necessary to ensure the job gets done. This routinely involves evening work and attendance at civic events, as well as the standard Monday to Friday business week. Occasional weekend working is required. The post holder is "on call" at all other times, particularly to cover emergency planning requirements. No extra payments are made for such extended hours.
- Reside within one hour's commute of Bexhill.
- Be prepared to travel, both within and outside of the UK, as required by the demands of the job.
- Remain politically neutral and ensure any personal interests are not in conflict with their position.

BEHAVIOURAL FRAMEWORK

Behaviour Framework Design

A Behaviour Framework (BF) sets out the behaviours that matter to the transformed council and the examples of effective and ineffective behaviour at the different levels of the organisation. The BF is the basis of performance managing the new organisation selection and management of staff. The BF is required for selection and performance management of the Chief Executive. The budget, already approved by Cabinet, for the design including expenses is £10,000.

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Rother District Council

Report to:	Cabinet
Date:	17 August 2020
Title:	Children’s Nursery Provision in Bexhill
Report of:	Councillor Christine Bayliss
Cabinet Member:	Councillor Christine Bayliss
Ward(s):	Bexhill Central and Bexhill Sidley
Purpose of Report:	To update Members on the current position with regard to provision of children’s nursery services in Central and Sidley Wards.
Decision Type:	Non-key
Recommendation(s):	It be RESOLVED: That the current position with regard to provision of children’s nursery services in Central and Sidley Wards be noted.

1. At its meeting of 27 July 2020 (Minute CB20/28 refers) Cabinet asked that a report be presented to this meeting exploring possible options for the future delivery of the nursery services operating from the buildings in Egerton Park and Sidley, both of which are owned by Rother District Council.
2. Since that time discussions have been held with various parties and at the time of writing this report those discussions are on-going.
3. Whilst it is still too early to draw any firm conclusions, the discussions have been positive and it is hoped will lead to the continued provision of nurseries on both sites, albeit not provided directly by East Sussex County Council.
4. Local District Councillors have been involved in the discussions and will continue to be part of the process moving forward. There may be a need to come back to Cabinet when a final solution is arrived at but, as stated above, it is too early at this point in time to say what that might look like.

Other Implications	Applies?	Other Implications	Applies?
Human Rights	No	Equalities and Diversity	No
Crime and Disorder	No	Consultation	No
Sustainability	No	Access to Information	No
Risk Management	No	Exempt from publication	No

Executive Director:	NA
Proper Officer:	
Report Contact Officer:	Councillor Christine Bayliss
Appendices:	None
Relevant Previous Minutes:	Minute CB20/28
Background Papers:	None
Reference Documents:	None

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

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