



RECRUITMENT PACK

Together for Children Sunderland
Limited Board Chair

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Foreword from Patrick Melia

CEO of Sunderland City Council

Thank you for your interest in becoming the Chair of the Board at Together for Children.

Children's services in Sunderland – delivered by Together for Children on behalf of Sunderland City Council – are proud to be the first in the country to make the leap from Inadequate to Outstanding. The Company continues to deliver upon its ambitious improvement journey with better outcomes for children and young people at the heart of everything we do.

To achieve our ambition, we are seeking a Board Chair to provide exceptional leadership to the established Board on the next phase of our journey.

As we face pressures on resources and rising demand for our services, resilience will be key. To maximise our success we must be efficient and financially astute, whilst maintaining absolute focus on the interests of the children and families we serve.

As the Chair you will be responsible for leading the Board, continuing to develop effective partnerships between the Company, Council Chief Executive and the Department for Education, whilst setting the tone for excellent and constructive working relationships. You will play an important ambassadorial role both internally in shaping our culture, behaviours, model of delivery and externally as we seek to continue to further build strong partnerships with our partners and key stakeholders.

You will also oversee the development of Company strategy and ensure that Executive and Non-Executive Directors receive constructive support and challenge.

Patrick Melia – Chief Executive, Sunderland City Council.

Role Profile

Established in 2017, Together for Children is on a mission to improve services in social care, early help and education and engage the whole community in giving children and young people in Sunderland the best possible opportunity to thrive.

Together for Children is an operationally independent company wholly owned by Sunderland City Council. You will lead a unitary board, working to drive strategy, model culture, and seek assurance that improvement is robust and sustainable.

You will also oversee the formulation of the Company Strategy and ensure that Executive and Non-Executive Directors receive constructive support and challenge.

We are seeking an individual of exceptional calibre and profile to provide inspirational leadership to the Board on the next phase of our ambitious improvement journey.

If you have a passion to improve the life chances of children and young people, we would love to hear from you.

You will be able to combine strength in leadership and strategic thinking with exceptional people skills, and be passionate about public service, yet offer a commercial way of thinking.

We need your proven wisdom, imagination and skill to lead us through our continued improvement journey.

Together for Children is ambitious not just to develop excellent children's services, but to secure Sunderland as a national leader in integrating the interests of children and young people into the heart of every sector in the City.

The Board

Background to the Board of Directors

The Company's Board consists of a Non-Executive Chair, six Non-Executive Directors (of whom two are Council nominees) and two Executive Directors

The Board operates at a strategic level and is the responsible body for the performance, achievement and overall direction of the company.

More specifically, the Board:

- Establishes and models the values and culture
- Is accountable for the company's performance:
 - Outcomes for children and young people and
 - Management of resources (staff, budgets, equipment).
- Sets policy for:
 - Service improvements and developments
 - Operational management, including financial and staffing.
- Is responsible for ensuring that the Company fulfils its legal and contractual obligations.



The Company management structure

Together for Children has a strong senior management team comprising a Chief Executive Officer and Directors:

- Jill Colbert, Chief Executive Officer & Director of Children's Services for Sunderland City Council*
- Majella McCarthy, Director Children's Social Care
- Karen Davison, Director of Early Help
- Simon Marshall, Director of Education
- Steve Renwick, Director of Finance*

*Registered Director of the Limited Company

Role and Person Specification

The role of the Board Chair:

You will lead the Board in the delivery of a range of specific areas, including:

The development of strategy for the future success of the company; ensuring that we all listen to the views of children, families, schools, and the public; ensuring we identify and manage risks appropriately; ensuring that the company models its values of transparency, empowerment, and putting children first.



Person specification for the Board Chair:

Personal qualities and skills:

- Demonstrable passion for improving opportunities and outcomes for children
- Exceptional leadership skills to direct the Board to develop and realise the vision and strategy of the company
- Ability to provide strong and credible leadership of the Board and the Company
- Proven interpersonal and relationship building skills with a strong ability to challenge
- A commitment to the company's values and public service nature
- Capacity to commit to the role.

Experience (such as):

- Experience and strong professional knowledge of statutory children's services
- Senior leadership and management experience in the delivery of successful improvement outcomes
- Experience of working within a political and publicly accountable environment
- Evidence of working at Board level and managing effective corporate governance
- A level of local knowledge of Sunderland.



Qualification criteria

The Board Chair must:

- Be aged 18 or over
- Not be the subject of a bankruptcy order or an interim order or entered into a composition with his/her creditors generally in satisfaction of his/ her debts
- Be eligible to be a Board Chair under the provisions of the Companies Act and not be disqualified from being a company director and
- Not have been convicted of any criminal offence, excluding any that have been spent under the Rehabilitation of Offenders Act 1974 as amended, and excluding any offence for which the maximum sentence is a fine or a lesser sentence
- Provide a satisfactory enhanced DBS disclosure
- Declare any interest(s). Specifically, any links or roles currently held with any local authority or organisations operating in the children's services sector within the past 10 years. Due diligence checks will be undertaken to determine whether the applicant is associated with any event likely to damage the reputation of, or embarrass the Company or the Department for Education.

Terms of appointment

The Chair of the Board will be appointed initially for a 1 year term, with the potential for re-appointment for a further 2 years.

The Board Chair is anticipated to commit 72 days per year (6 days per month), including attendance at scheduled Board meetings together with any further Board or committee meetings that may be arranged, and to undertake specific work on behalf of the Board from time to time as required. You should also commit to reading of documents.

You shall be remunerated on a fixed rate per day basis by the Department for Education; the remuneration is £500 per day (excluding VAT), which will be subject to tax and National Insurance but is non-pensionable.

Expenses will be recoverable at cost.

Our statutory duty under The Equality Act 2010

As a Company providing statutory children's services, we will go further in making society fairer by tackling discrimination and providing equality of opportunity for all and this encompasses all our recruitment activities.



Key dates and selection process

Closing Date – 31 January, 2023

Provisional Interview Dates – 17 or 24 February, 2023

If you would like to find out more about the role, you are welcome to contact Jill Colbert, Chief Executive Officer by calling 07464 923858 or by emailing jill.colbert@togetherforchildren.org.uk or hr.recruitment@togetherforchildren.org.uk

Candidates will need to send a CV and a covering letter of no more than 2 pages of A4 outlining how they meet the requirements for the role to hr.recruitment@togetherforchildren.org.uk



together for
children
SUNDERLAND

Sunderland
City Council



Department
for Education

Address:

Together for Children, City Hall, Sunderland, SR1 3AA

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