



STANDARDS COMMITTEE
14 June 2010

Appointment of Independent Representatives

PURPOSE OF REPORT: To note the appointment of Mrs Sally De la Bedoyere and Mrs Marion Roberts as Independent Representatives until the Annual Meeting of the Council 2014; and to review the recruitment process.

Introduction:

- 1 In view of the impending retirement of Mr Nicolas Davies and Mr Simon Rutter, two posts of Independent Representative to the Standards Committee were advertised with a closing date of 12 March 2010. A total of 65 applications was received, with two being withdrawn before short-listing.
- 2 A short-listing Panel comprising: the Chairman, Mrs Zully Grant-Duff, Mr Colin Taylor and Mr Eber Kington, with the Monitoring Officer advising, met on 26 March and short-listed six candidates for interview.
3. Interviews were conducted on two half days: 12 and 16 April by the Chairman of the Committee, Mrs Zully Grant-Duff, Mr Stephen Cooksey and Mr Nick Harrison, with the Monitoring Officer advising.
4. The Panel was impressed by the quality of the short-listed applicants and were pleased to ask the Council on 11 May to ratify the appointment of Mrs Sally De la Bedoyere and Mrs Marion Roberts until the Annual Meeting of the Council 2014.
5. The last recruitment process was carried out in 2008 when a total of 15 applications was received. The significant increase in applicants is mirrored for most posts throughout the organisation mainly due to the economic climate and the fact that jobs are now scarce. However, we did run an enhanced campaign to bring this role to the notice of a wider range of residents. It was advertised in the Surrey Advertiser, the Council's Web-Site, Jobs Go Public and was made available to the following organisations for inclusion on their websites or other media: Police intranet, NHS intranet, Surrey Community Action, Gay Surrey, Coalition of Disabled People, Age Concern, Surrey Youth Focus, two BME sites, Faith groups and Gyred – transgender.

5. On previous occasions the Committee has received a report on the outcome of the recruitment process and any relevant statistics. These are attached as **Appendix A**.

Conclusions:

Financial and value for money implications

- 6 This was a successful recruitment exercise and attracted a wide cross section of applicants.

Equalities Implications

- 7 Surrey County Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.
- 8 Applications from under represented groups including ethnicity, gender, transgender, age, disability, sexual orientation or religion are welcomed.

Risk Management Implications

- 9 None.

Implications for the Council's Priorities or Community Strategy/Local Area Agreement Targets

- 10 None.

Recommendation:

That the Committee receive and comment on the report.

Next steps:

None.

Report contact:

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Sources/background papers:

Standards Committee report to Council, 11 May 2010.

APPENDIX A

Ethnic Origin of Candidates

Ethnic Origin (Snapshot)	Total
Asian or Asian British - Any Other Asian Background	1
Asian or Asian British - Bangladeshi	1
Asian or Asian British - Chinese	1
Asian or Asian British - Indian	5
Asian or Asian British - Pakistani	3
Black or Black British - African	2
Black or Black British - Any Other Black Background	1
Black or Black British - Caribbean	1
Mixed - Any Other Mixed Background	1
Mixed - White and Asian	1
Other Ethnic Background - Any Other	2
Other Ethnic Background - Arab	1
White - Any other Background	1
White - Other British	2
White -English /Northern Irish/Scottish /Welsh	42

Numbers of Disabled Candidates:

Disability? (Snapshot)	Total
No	59
No value	1
Yes	5

Where the Advertisement was seen:

Directly on the Surrey County Council Jobs Website	30
Local Newspaper	15
No value	8
Specific Jobs Website	4
Word of Mouth	3
Other	3
Search Engine	2