

Date of meeting: 24 November 2025

Title of Report: **Senior Management Structure**

Lead Member: Councillor Tudor Evans OBE (Leader)

Lead Strategic Director: Tracey Lee (Chief Executive)

Author: Chris Squire – Service Director HR & Organisational Development

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Your Reference:

Key Decision: No

Confidentiality: Part I - Official

## Purpose of Report

The purpose of this report is to:

- a) Recommend the addition of the following Service Director posts to the senior management structure of Plymouth City Council:
  - Service Director Team Plymouth
  - Service Director Quality Assurance, Safeguarding & Partnerships
- b) Inform Council of the designation of the role of Statutory Scrutiny Officer to the Head of Democratic and Electoral Services.
- c) Subject to Chief Officer Appointment Panel's approval, the successful applicant for the Interim Service Director for Finance to be assigned S151 responsibility.
- d) Inform Council of the latest management structure for Plymouth City Council.

## Recommendations and Reasons

1. To approve the addition of the posts of the following service director posts to Plymouth City Council's senior management structure
  - a. Service Director Team Plymouth  
*Reason: To lead and manage the Council's input into the Team Plymouth partnership with the Ministry of Defence (MOD), Ministry of Housing, Communities and Local Government (MHCLG) and Babcock Limited.*
  - b. Service Director Quality Assurance, Safeguarding & Partnerships  
*Reason: To provide strategic leadership and management of quality assurance, safeguarding, and partnership functions across Children's Services, ensuring statutory and regulatory compliance, continuous improvement, and the best possible outcomes for children and young people.*
2. To note the designation of the role of Statutory Scrutiny Officer to the Head of Democratic and Electoral Services.

*Reason: The role of Statutory Scrutiny Officer must be designated to a different post, following deletion of the post that it was previously assigned to. Assigning it to the Head of Democratic and Electoral Services consolidates democratic functions within one team.*

3. To approve the designation of the S151 role to the successful applicant for the Interim Service Director for Finance, subject.

*Reason: The current Service Director for Finance & S151 Officer has resigned from Plymouth City Council. The Chief Officer Appointments Panel is meeting on 19 November, and subject to the outcome of that meeting will appoint an interim Service Director for Finance. The S151 role is a statutory function and therefore must be assigned.*

4. To note the latest management structure for Plymouth City Council.

*Reason: Council should note the senior management structure.*

### **Alternative options considered and rejected**

1. To manage Plymouth City Council's input into Team Plymouth using existing roles, and/or create a post below service director level. This option was rejected given the high-profile nature of the work and the need to work with partners at a strategic level.
2. To retain the current role of Head of Quality Assurance, Children's Services. This option was rejected as the role needs to be at a strategic level, working across Children's Services and partner organisations. It is a critical role in the improvement programme for the Children, Young People and Families service.
3. To not delegate S151 responsibilities. This is a statutory function and as such, these responsibilities must be assigned.
4. To retain the current designation of the role of Statutory Scrutiny Officer to the Head of Governance, Performance & Risk. This option was rejected, as the postholder is now working on the Local Government Reorganisation Programme.

### **Relevance to the Corporate Plan and/or the Plymouth Plan**

Both proposed Service Director roles support the delivery of the Corporate Plan, through quality public services, working with our communities, empowering staff and being a strong voice for Plymouth.

### **Implications for the Medium-Term Financial Plan and Resource Implications:**

The posts are permanent posts contained within the Medium-Term Financial Plan and as such are within relevant budgets.

### **Financial Risks**

There are no financial risks associated with these recommendations and roles.

### **Legal Implications**

(Provided by Liz Bryant (LB))

Both Service Director posts are Deputy Chief Officers for the purposes of political restriction under s2 of the Local Government and Housing Act 1989. However, Deputy Chief Officers are not subject to the requirements of the Local Authorities (Standing Orders) Regulations 1993, therefore application of the standing orders for these appointments is not a statutory requirement but is in accordance with the Council's constitution.

The designation of the s151 Officer role is being undertaken in accordance with the standing orders for the Chief Officers as detailed above.

This report also redesignates the role of Scrutiny Officer to the Head of Democratic and Electoral Services. It is a requirement for the Council to designate one of its officers to this role under Section 9FB of the Local Government Act 2000.

**Carbon Footprint (Environmental) Implications:**

Not applicable

**Other Implications: e.g. Health and Safety, Risk Management, Child Poverty:**

\* When considering these proposals members have a responsibility to ensure they give due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.

Not applicable

**Appendices**

\*Add rows as required to box below

Ref.	Title of Appendix	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
		1	2	3	4	5	6	7
A	Briefing report Senior Management Structure							
B	Role Profile – Service Director Team Plymouth							
C	Role Profile – Service Director Quality Assurance, Safeguarding & Partnerships							
D	Service Roles & Responsibilities							

**Background papers:**

\*Add rows as required to box below

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based.

Title of any background paper(s)	Exemption Paragraph Number (if applicable) <i>If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.</i>						
	1	2	3	4	5	6	7

**Sign off:**

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Originating Senior Leadership Team member: Tracey Lee
Please confirm the Strategic Director(s) has agreed the report? Yes Date agreed: 14/11/2025
Cabinet Member approval: Councillor Jemima Laing (Deputy Leader) Date approved: 14/11/2025