

Appointments Committee

Wednesday 22 July 2026

12.30 pm

Ground Floor Meeting Room G01B - 160 Tooley Street, London SE1 2QH

Membership

Councillor James McAsh (Chair)
Councillor Victor Chamberlain (Vice-Chair)
Councillor Evelyn Akoto
Councillor Sarah King
Councillor Reginald Popoola
Councillor Eloise Waldon-Day
Councillor Bill Williams

Reserves

Councillor Alexandra Austin
Councillor John Batteson
Councillor Stephanie Cryan
Councillor Sam Foster
Councillor Jen Thornton
Councillor Vanessa Threadgold
Councillor David Watson

INFORMATION FOR MEMBERS OF THE PUBLIC

Access to information

You have the right to request to inspect copies of minutes and reports on this agenda as well as the background documents used in the preparation of these reports.

Babysitting/Carers allowances

If you are a resident of the borough and have paid someone to look after your children, an elderly dependant or a dependant with disabilities so that you could attend this meeting, you may claim an allowance from the council. Please collect a claim form at the meeting.

Access

The council is committed to making its meetings accessible. For details on building access, translation, provision of signers or any other requirements for this meeting, please contact the person below.

Contact

Virginia Wynn-Jones on 020 7525 7055 or email: virginia.wynn-jones@southwark.gov.uk;
constitutional.team@southwark.gov.uk

Members of the committee are summoned to attend this meeting

Althea Loderick

Chief Executive

Date: 14 July 2026



Appointments Committee

Wednesday 22 July 2026

12.30 pm

Ground Floor Meeting Room G01B - 160 Tooley Street, London SE1 2QH

Order of Business

Item No.	Title	Page No.
1.	APOLOGIES	
	To receive any apologies for absence.	
2.	CONFIRMATION OF VOTING MEMBERS	
	A representative of each political group will confirm the voting members for the meeting.	
3.	NOTIFICATION OF ANY ITEMS OF BUSINESS WHICH THE CHAIR DEEMS URGENT	
	In special circumstances, an item of business may be added to an agenda within five clear days of the meeting.	
4.	DISCLOSURE OF INTERESTS AND DISPENSATIONS	
	Members to declare any personal interests and dispensations in respect of any item of business to be considered at this meeting.	
5.	MINUTES	1 - 2
	To approve as a correct record the minutes of the open section of the appointments committee meeting held on 18 June 2026.	
6.	APPOINTMENT OF A DIRECTOR OF LAW AND GOVERNANCE	3 - 7
	ANY OTHER OPEN BUSINESS AS NOTIFIED AT THE START OF THE MEETING AND ACCEPTED BY THE CHAIR AS URGENT	
	EXCLUSION OF PRESS AND PUBLIC	

The following motion should be moved, seconded and approved if the sub-committee wishes to exclude the press and public to deal with reports revealing exempt information:

“That the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in paragraphs 1 – 7 of the Access to Information Procedure rules of the Constitution.”

Date: 14 July 2026



Appointments Committee

MINUTES of the OPEN section of the Appointments Committee held on Thursday 18 June 2026 at 5.00 pm at Ground Floor Meeting Room G02A - 160 Tooley Street, London SE1 2QH

PRESENT: Councillor Sam Foster (in the chair)
Councillor Evelyn Akoto
Councillor Sarah King
Councillor Reginald Popoola
Councillor Eloise Waldon-Day
Councillor David Watson
Councillor Bill Williams

OFFICER SUPPORT: Althea Loderick, Chief Executive
Ben Plant, Director of People
Virginia Wynn-Jones, Constitutional team

1. APOLOGIES

Apologies were received from Councillors Victor Chamberlain and James McAsh. Councillors Sam Foster and David Watson attended as reserves.

It was moved, seconded and agreed that Councillor Sam Foster act as chair for the meeting.

2. CONFIRMATION OF VOTING MEMBERS

The members present were confirmed as the voting members.

3. NOTIFICATION OF ANY ITEMS OF BUSINESS WHICH THE CHAIR DEEMS URGENT

The chair agreed to accept item 6, Designation of a Monitoring Officer, as late and urgent.

4. DISCLOSURE OF INTERESTS AND DISPENSATIONS

There were none.

5. MINUTES

The minutes of the open section of the appointments committee meeting held on 16 June 2026 were approved as a correct record.

6. DESIGNATION OF A MONITORING OFFICER**RESOLVED:**

That the Appointments Committee designated John Scarborough, Interim Director of Law and Governance, as the council's monitoring officer.

Meeting ended at 5.10 pm

CHAIR:

DATED:

Meeting name:	Appointments Committee
Date:	22 July 2026
Report title:	Appointment of a Director of Law and Governance
Ward(s) or groups affected:	N/A
Classification:	Open
Reason for lateness (if applicable):	Not applicable

RECOMMENDATIONS

That the Appointments Committee:

1. Select a preferred candidate to be appointed as the Director of Law and Governance
2. Designate the preferred candidate as the council's monitoring officer
3. Note the preferred candidate will be offered a salary within the range £119,553 to £150,333, reflecting the grading structure and pay arrangements set out in the council's pay policy statement for 2026/27

BACKGROUND INFORMATION

4. The Director of Law and Governance is a senior leader of the council, responsible for:
 - working collaboratively with councillors, the chief executive, senior officers and partners to achieve the council's vision and priorities
 - providing strategic leadership to the Law and Governance division, which includes legal, local democracy, elections and registration, and governance
 - providing expert and authoritative professional advice, promoting the highest standards of integrity and ethical conduct
 - undertaking the statutory duties of the monitoring officer as defined in the Local Government and Housing Act 1989

5. Under the council's constitution, the Appointments Committee is responsible for appointing the monitoring officer. This is a statutory role, which includes responsibility for:
 - intervening if unlawful action or maladministration is occurring or likely to occur
 - maintaining key aspects of the standards regime for councillors, including arrangements for complaints about councillors' conduct
6. In addition, under the council's constitution, the monitoring officer is responsible for:
 - making decisions about legal proceedings
 - providing advice on the council's powers and authority to make decisions
 - acting as the "proper officer" for requests made under the Freedom of Information Act 2000

KEY ISSUES FOR CONSIDERATION

7. The council has engaged an executive search firm, Ransley Boardman, to support the recruitment and selection of a new Director of Law and Governance.
8. Adverts promoting the council's vacancy were published on Thursday 21 May 2026. The closing date for applications was Wednesday 17 June 2026.
9. A longlisting meeting was held on Wednesday 24 June 2026 to review applications for the role and identify candidates who should progress to a technical interview. This meeting was attended by:
 - Althea Loderick, Chief Executive
 - Clive Palfreyman, Strategic Director, Resources
 - Ben Plant, Director, People and Organisational Development
 - Penny Ransley, Partner, Ransley Boardman
10. Six candidates were longlisted for a technical interview with Dawn Carter-McDonald, Chief Executive at Hackney Council and a former legal director and monitoring officer. The purpose of a technical interview is to assess whether a candidate has the professional knowledge, skills and judgement to perform a role.
11. A shortlisting meeting was held on Monday 6 July 2026 to review the outcome of the technical interviews and decide which candidates should be shortlisted

for an interview with the Appointments Committee. This meeting was attended by:

- Cllr James McAsh, Leader of the Council and Chair of the Appointments Committee
- Cllr Victor Chamberlain, Deputy Leader of the Council and Vice-Chair of the Appointments Committee
- Cllr Sam Foster, Executive Member for Finance and General Purposes
- Cllr Sarah King, Leader of the Opposition
- Althea Loderick, Chief Executive
- Ben Plant, Director, People and Organisational Development
- Penny Ransley, Partner, Ransley Boardman

12. It was decided to shortlist four candidates. Further details of each candidate are included in Appendix 1, which will be circulated shortly along with an interview timetable and interview questions.

Community, equalities (including socio-economic) and health impacts

Community impact statement

13. The Director, Law and Governance plays an important role in promoting public confidence in the council by:
- ensuring decisions are lawful
 - maintaining key aspects of the standards regime for councillors

Equalities (including socio-economic) impact statement

14. Under section 149 of the Equality Act 2010, the council has a duty when exercising its functions to have due regard to:
- the need to eliminate discrimination, harassment, victimisation and any other unlawful conduct prohibited by the Act
 - the need to advance equality of opportunity between people who share and people who do not share a relevant protected characteristic
 - the need to foster good relations between people who share and people who do not share a relevant protected characteristic

15. The protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity status, race, religion or belief, sex and sexual orientation.
16. The Director, Law and Governance will be responsible for promoting compliance with the duties in the Act.

Health impact statement

17. There are no significant health implications arising from the proposals in this report.

Climate change implications

18. There are no significant climate change implications arising from the proposals in this report.

Financial implications

19. There are no direct financial implications arising from the proposals in this report. The resources to fund the director post, and the associated recruitment and selection process, are contained within the appropriate departmental budgets.

Legal implications

20. Legal implications are addressed throughout the body of the report.

Consultation

21. Not applicable.

Other implications or issues

22. Not applicable.

BACKGROUND DOCUMENTS

Background Document	Held by and Contact
N/A	N/A

APPENDICES

No.	Title
Appendix 1 (Closed)	Candidate Pack – Director, Law and Governance: To follow

AUDIT TRAIL

Lead Officer	Ben Plant, Director of People and Organisational Development	
Report Author	Ben Plant, Director of People and Organisational Development	
Version	Final	
Dated	13 July 2026	
Key Decision?	No	
Date final report sent to Constitutional Team		13 July 2026

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COMMITTEE: APPOINTMENTS COMMITTEE (OPEN AGENDA)

NOTE: Original held in Constitutional Team; all amendments/queries to Virginia Wynn-Jones, Constitutional Team on virginia.wynn-jones@southwark.gov.uk

COPIES	By email
COUNCILLORS Councillor James McAsh (Chair) Councillor Victor Chamberlain (Vice-chair) Councillor Evelyn Akoto Councillor Sarah King Councillor Reginald Popoola Councillor Eloise Walden-Day Councillor Bill Williams RESERVES Councillor Alexandra Austin Councillor John Batteson Councillor Stephanie Cryan Councillor Sam Foster Councillor Jen Thornton Councillor Vanessa Threadgold Councillor David Watson	OFFICERS Althea Loderick, Chief Executive Clive Palfreyman, Strategic Director Resources Ben Plant, Director of People and Organisational Development Vishal Seegoolam, Assistant Director for Local Democracy, Elections & Registration Chidilim Agada, Head of Constitutional Services Print: 0 List Updated: June 2026