

South Ayrshire Council
Report by Chief Executive
to South Ayrshire Council
of 1 May 2025

Subject: Review of Management Structure

1. Purpose

1.1 The purpose of this report is to outline proposals for a revised Chief Officer structure for the Council.

2. Recommendation

2.1 It is recommended that the Council approves the revised staffing and structural arrangements in respect of Chief Officers (as outlined in para 4.1).

3. Background

3.1 The current Chief Officer structural arrangements were approved by the Council in March 2024 and reflected the emerging changes and challenges that existed at that time.

3.2 The post of Depute Chief Executive and Director of Education will become vacant in August 2025 following the resignation of Lyndsay McRoberts to take up the post of Executive Director of Education with South Lanarkshire Council.

3.3 In 2024, Audit Scotland reported on the greater strategic focus on improvement and noted that the Council has demonstrated a more collegiate approach across its senior leadership to deliver the transformational change needed.

3.4 To maintain this pace and focus on improvement, and in response to the resignation of the Depute Chief Executive and Director of Education, it is proposed to make structural changes within the Executive Leadership Team which will support the overall governance of the Council.

3.5 The post of Depute Chief Executive and Director of Education will be changed to Director of Education, the salary to be in line with that of the other Directors

3.6 The Corporate Policy, Strategy and Performance service will transfer under the direct leadership of the Chief Executive.

3.7 Arrangements for Depute Chief Executive responsibilities will move to an annual rotation across the three Directors. This will ensure the Council continues to build leadership capacity moving forward.

3.8 If approved, a meeting of the Chief Officers' Appointments/ Appraisal Panel will be held to agree the timescales for the recruitment and selection process of the post of Director of Education.

4. Proposals

4.1 The Council is asked to:

4.1.1 approve the change of post to Director of Education;

4.1.2 approve the transfer of the Corporate Policy, Strategy and Performance service under the direct leadership of the Chief Executive; and

4.1.3 approve the arrangements for rotation of Depute Chief Executive responsibilities.

4.2 ***Consequential Revisions to the Scheme of Delegation*** - approval of the proposals outlined above will result in changes to the Scheme of Delegation. A list of required changes will be submitted to Council in June 2025 for formal approval.

5. Legal and Procurement Implications

5.1 There are no legal implications arising from this report.

5.2 There are no procurement implications arising from this report.

6. Financial Implications

6.1 Not applicable.

7. Human Resources Implications

7.1 The proposed change will have no impact on the Chief Officer establishment.

8. Risk

Risk Implications of Adopting the Recommendations

8.1.1 There are no risks associated with adopting the recommendations.

Risk Implications of Rejecting the Recommendations

8.2.1 Rejection of the recommendations may reduce the ability to continue to drive forward improvement at pace as noted by Audit Scotland.

9. Integrated Impact Assessment (incorporating Equalities)

9.1 The proposals in this report do not require to be assessed through an Integrated Impact Assessment.

10. Sustainable Development Implications

10.1 **Considering Strategic Environmental Assessment (SEA)** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

11. Options Appraisal

11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

12. Link to Council Plan

12.1 The matters referred to in this report contribute to Priority 4 of the Council Plan: Efficient and effective enabling services.

13. Link to Shaping Our Future Council Yes No

13.1 Not applicable.

14. Results of Consultation

14.1 There has been no public consultation on the contents of this report.

14.2 Consultation has taken place with Councillor Martin Dowey, Portfolio Holder for Corporate and Strategic, Councillor Ian Davis, Portfolio Holder for Finance, Human Resources and ICT, and Councillor William Grant, Portfolio Holder for Education, and the contents of this report reflect any feedback provided.

15. Next Steps for Decision Tracking Purposes

15.1 If the recommendations above are approved by Members, the Chief Executive will ensure that all necessary steps are taken to ensure full implementation of the decision within the following timescales, with the completion status reported to the Cabinet in the 'Council and Cabinet Decision Log' at each of its meetings until such time as the decision is fully implemented:

Implementation	Due date	Managed by
Implement the revised structural arrangements	31 July 2025	Chief Executive/ Chief HR Officer
Submit a list of the changes required to the Scheme of Delegation for Council approval	26 June 2025	Chief Governance Officer

Background Papers **Report to South Ayrshire Council of 6 March 2024 – [Shaping Our Future Council](#)**

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Date: 29 April 2025