

# BRIDGEND COUNTY BOROUGH COUNCIL

## INFORMATION REPORT TO CABINET

24 NOVEMBER 2015

### REPORT OF THE DIRECTOR EDUCATION AND TRANSFORMATION

#### LA SUPPORT FOR HEADTEACHER APPOINTMENTS

##### 1. Purpose of Report

- 1.1 This report is to inform Cabinet of the support provided to governing bodies by the local authority in the appointment of headteachers. In line with the School Partnership Agreement, the local authority (LA) in association with the Central South Consortium Joint Education Service (CSC) will work with the governing bodies of the schools to help raise ambitions and drive up educational achievement.

##### 2. Connection to Corporate Improvement Plan / Other Corporate Priority

- 2.1 The support and guidance offered to governing bodies in the appointment of headteachers supports the Corporate Priority 2:

- Working together to raise ambitions and drive up educational achievement.

##### 3. Background

- 3.1 Section 197 of the Education Act 2002 requires local education authorities to enter into a partnership agreement with the governing body of each school maintained by the LA. Agreements are required for primary, secondary, nursery and special schools. The agreement sets out how a LA and a governing body will carry out their respective functions in relation to a school.
- 3.2 There has been a request from the deputy leader for a report informing members about the support provided by officers and / or CSC's challenge advisers in the headteacher appointment process.

##### 4. Current situation / proposal

- 4.1 It is recognized that the appointment of a headteacher and deputy headteacher is critical to the development of schools and therefore the LA (in association with the CSC) provides support to governing bodies. Generally, support is offered from the CSC challenge adviser linked to the particular school and this is frequently supplemented by further assistance from senior education officers or the CSC's senior challenge adviser.
- 4.2 As outlined in the LA/School Partnership Agreement, it is the responsibility of the governing body to notify the LA of headteacher and deputy headteacher vacancies so that this support can be provided in all cases. For headteacher appointments, it is not appropriate for an incumbent headteacher to assist with the appointment of their replacement, as they would do with any other position in the school (including deputy headteacher posts) and therefore this LA support is particularly important.

4.3 Support is provided for the appointment of all headteachers and deputy headteachers. The level of support provided varies dependent on the level of confidence and competence the governing bodies (GBs) already have with the recruitment process but includes:

- Offering advice and guidance to GBs on the drawing up of job specifications
  - Advising the GBs on the recruitment and selection protocols and how to conform with HR processes
  - Advising the GBs on shortlisting, specifically on how to set and apply an appropriate set of criteria
  - In partnership with the GBs developing a range of suitable tasks and questions for the interview days which will test for the specific set of skills required for the post
  - Attending short-listing meetings and interviews to provide educational advice to GBs
  - Offering support and expert guidance at interview over a two-day process to ensure any process is equitable and adheres to policy
- Providing advice and support to newly appointed headteachers, as required.

## **5. Effect upon Policy Framework and Procedure Rules**

5.1 There is no effect upon the policy framework or procedure rules.

## **6. Equality Impact Assessment**

6.1 There are no direct equality impact issues arising from this report.

## **7. Financial Implications**

7.1 There are no financial implications arising from this report because the CSC challenge advisors are funded from the 2015/16 SLA agreement between the authority and the consortium, while the education officers are funded from existing budgets .

## **8. Recommendation**

8.1 Cabinet is recommended to note the content of this report.

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**Background documents**

- LA/School Partnership Agreement 2015-18