



**Report of Chief HR Officer**

**Report to Employment Committee**

**Date:** 12<sup>th</sup> June 2017

**Subject:** Appointment of Chief Officer Learning Improvement, Children & Families (Temporary)

Are specific electoral Wards affected? If relevant, name(s) of Ward(s):	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Is the decision eligible for Call-In?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, Access to Information Procedure Rule number:  Appendix 3 is exempt under rule (10.4 (1) & (2))	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

**Summary of main issues**

This report outlines the rationale for the establishment of and recruitment to the post of the temporary position of Chief Officer Learning Improvement in the Children & Families Directorate

The role of Deputy Director (Learning) is presently vacant as a result of the previous postholder, resigning in March 2016. A recruitment process was held on 1<sup>st</sup> November 2016, however, it was not possible to appoint to the post and it remains vacant. Work is ongoing with Head Teachers about the future shape and scope of this role.

Currently, the Head of Learning Improvement is covering many of the responsibilities of the Deputy Director (Learning) with some support from the Chief Officer (Employment and Skills). As the Chief Officer (Employment & Skills) has been realigned to City Development there is now a need to put alternative arrangements in place on a temporary basis to support the Children and Families leadership team and schools.

**Recommendations**

The Employment Committee is asked to agree the following:

- Agree to the recruitment of Chief Officer Learning Improvement on a temporary basis up to 12 months
- Following the interview and selection process make a recommendation for appointment

## **1 Purpose of this report**

- 1.1 This report outlines the rationale for the recruitment to the temporary Chief Officer Learning Improvement (Dir 75%) post, for up to 12 months.

## **2 Background information**

- 2.1 There is a rapidly changing landscape within the schools and education setting and it is important that the Authority maintains and develops its leadership role to help maintain the strong and improvement education provision in the city.
- 2.2 The original management structure for Children's Services was established in 2011. This followed the poor outcomes of Ofsted Inspections of Children's Services in 2009 and 2010, which led to the decision to end Education Leeds and bring education services back into the council.
- 2.3 The new structure was designed to drive change and to establish solid foundations for continued improvement. The success of these arrangements was recognised in the outcome of 2015 Ofsted inspection which judged that Leeds Children's Services were 'Good' overall with outstanding Leadership.
- 2.4 Since the outcome of the inspection there have been a number of changes to the leadership team with the departure of the Director and Deputy Director (Learning), which has resulted in a number of temporary arrangements. Until these posts are recruited to on a permanent basis, it is important that the interim arrangements are also extended to Learning Improvement to ensure that the leadership capacity for the education provision is strong to enable Children & Families in Leeds to move from 'Good' to 'Great'.

## **3 Main issues**

- 3.1 To ensure that there is an appropriate structure in place for the management of local authority services to support schools and the education of children and young people in the city a new temporary post of Chief Officer Learning Improvement has been established.
- 3.2 The local authority is currently taking forward a number of significant developments in education. Education Services are critical in the development and delivery of Future in Mind, the Leeds Social Emotional Mental Health Strategy. Leeds is working in partnership with the Springwell Academy Trust, supported by investment of 45 million pounds by Leeds City Council, to build four new schools to support the city's most vulnerable learners. The first of these schools will come on stream in January 2018. Linked to this the local authority and Area Inclusion Partnerships are undertaking a review of existing provision for children and young person who require an alternative pathway to mainstream education. The purpose of this review is to ensure that Leeds has the necessary range of good quality alternative pathways in place to meet the needs of children and young people in the city.
- 3.3 Alongside this work is being undertaken to address pressures within the High Needs Block and to prepare for changes in education funding through the removal

of the Education Support Grant and the introduction of the National Funding Formula. A revised cost model for education services is being developed to ensure full cost recovery for all services purchased by schools and to develop a framework for traded services that will make it easy for commission these services.

- 3.4 Work is ongoing to revise and update the Child Friendly Leeds strategy. Whilst successful in many areas; reducing the number of looked after children, increasing attendance at both primary and secondary levels and ensuring that young people leaving school have a destination in education, employment or training, the strategy has not had an impact on the gap in attainment between disadvantaged children and other children in Leeds. It is noticeable that although the attainment of both groups has improved in recent years the gap between these groups has not reduced.
- 3.5 There is a considerable body of research highlighting the impact of educational achievement on an individual's life chances. It is proposed therefore that the revised Child Friendly Leeds strategy will have a strong emphasis on narrowing the gap between disadvantaged children and other children in Leeds. It is essential therefore that there are appropriate management arrangements in place to take forward this agenda and to fulfil the local authority's statutory duties in relation to Education.
- 3.6 Currently, the Head of Learning Improvement is covering many of the responsibilities of the Deputy Director (Learning) role with some support from the Chief Officer (Employment and Skills). However, as this post has transferred to the City Development Directorate there is a need to put alternative leadership arrangements in place.
- 3.7 The Job Description for this post has been benchmarked in line with Leeds City Councils processes for JNC posts and is attached at Appendix 1.
- 3.8 The recruitment process is being coordinated by Human Resources. The post was advertised internally across the Council. The advert is attached at appendix 2. Closing date for expressions of interest in the role was 26th May 2017.
- 3.9 One expression of interest was received and a copy is attached as appendix 3 to this report.

## **4 Corporate Considerations**

### **4.1 Consultation and Engagement**

- 4.1.1 The proposals contained in this report have been discussed with the Executive Member for Children's & Families, CLT members and with key partners. Consultation meetings also took place with the Trade Unions in relation to this appointment.

### **4.2 Equality and Diversity / Cohesion and Integration**

- 4.2.1 Due regard has been given to equality and diversity and a copy of the screening document is attached at appendix 4 to this report.

### **4.3 Council policies and the Best Council Plan**

4.3.1 This post will make a significant contribution to the Council's ambition to be a Child Friendly City and the Children's and Young People in the City.

### **4.4 Resources and value for money**

4.4.1 This temporary post was established on the structure by a Delegated Decision Report dated 16<sup>th</sup> May and is within budget provision for 2017/18. The overall proposal to recruit to this post for up to a 12 month period and leave the Deputy Director (Learning) vacant during this time along with other temporary arrangements across the Children's & Families leadership team result in an overall saving.

### **4.5 Legal Implications, Access to Information and Call In**

4.5.1 This post is a Member appointment given its reporting lines and will be recruited to in accordance with Officer Employment Procedure Rules.

4.5.2 The candidate information in the report is exempt. Appendix 3 attached to this report relates to the personal details of Council employees applying for employment within the authority.

4.5.3 It is considered that since this information relates to the personal details of Council Employees it is not in the public interest to disclose this information at this point in time.

4.5.4 Also it is considered that the release of such information would or would be likely to prejudice the Council's ability to recruit effectively to similar posts in the future

4.5.5 It is therefore considered that this element of the report should be treated as exempt under Rule 10.4.(1) and (2) of the Access to Information Procedure Rules.

### **4.6 Risk Management**

4.6.1 The Council has clear responsibilities for education outcomes and attainment in the City and a failure to recruit to this post will impact on its ability to fulfil these responsibilities.

## **5 Recommendations**

5.1 The Employment Committee is asked to agree the following:

- Agree to the recruitment of the temporary post of Chief Officer Learning Improvement.
- Following the interview and selection process make a recommendation for appointment.

## **6 Background documents<sup>1</sup>**

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<sup>1</sup> The background documents listed in this section are available to download from the Council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.

N/A

## **7 Appendices**

Appendix 1 Chief Officer Learning Improvement Role Specification & Profile

Appendix 2 Job Advert

Appendix 3 Expressions of Interest from Shortlisted candidates to be distributed under separate cover

Appendix 4 Equality Impact Assessment Screening Document