

Appointment of Head of Education

Report by Don Ledingham, Director of Education and Children's Services

1 Purpose of Report

To ask Cabinet to appoint Peter McNaughton, currently HM Assistant Chief Inspector of Education with Education Scotland, as Head of Education from 1st April 2013 until 30 June 2015 on a seconded basis.

2 Background

- 2.1** On 8 October 2012, Cabinet interviewed 4 candidates for the post of permanent Head of Education. An offer was made to the preferred candidate who subsequently decided not to accept the position. The second choice candidate, who was also of a high standard, also declined the position.
- 2.2** These interviews followed a rigorous recruitment campaign which made use of social media as well as advertising in the Times Education Supplement. A re-advertisement is unlikely to result in the attraction of a different pool of candidates.
- 2.3** On 18th December 2012, Council agreed to the continuation of the Joint Director of Education and Children's Services, on a joint basis with East Lothian Council, as partnership working between the two Councils develops. As part of this process, the two divisional management teams are working increasingly closely together. A decision has been taken that it is in the best interests of Education within Midlothian for the Head of Education to be an educationalist. This will provide complementary skill sets. Cabinet is asked to note that, in advance of any management restructuring this year, none of Midlothian's existing Heads of Service have such a background.
- 2.4** In the context of the public sector reform and Christie agendas, the evolutionary nature of partnership working with East Lothian Council, and any management restructure, it is prudent to proceed with a temporary arrangement for this post that provides short and medium term stability for the next two years.
- 2.5** Discussions with Education Scotland have identified the potential for partnership working for this appointment. This would form an important and potentially influential relationship with Education Scotland. Education Scotland have identified, following an internal advert, Peter McNaughton as a suitable candidate for this position.

Mr McNaughton has met with, and been assessed as being suitable, by the Cabinet Portfolio holder, the Chief Executive and the Director of Education and Children's Services.

The Acting Head of Education, Sheena Dawe, has intimated her intention to retire in summer 2013. It is therefore proposed to commence Mr McNaughton's appointment from 1st April 2013, operating on a shadow basis for the first three months, and then to run for a further two year period until 30 June 2015.

3 Report Implications

3.1 Resource

This appointment to an established post will be funded from the Education and Children's Services staffing budget, including the shadow period from April to June 2013.

The appointment will be made on a secondment arrangement. Mr McNaughton will remain an employee of Education Scotland in accordance with their policies, terms and conditions. A formal secondment agreement will be signed as is normal in these circumstances.

3.2 Risk

This appointment will provide additional short and medium term stability within the Council's management structures.

3.3 Single Midlothian Plan and Business Transformation

Themes addressed in this report:

- ☐ Community safety
- ☐ Adult health, care and housing
- ☐ **Getting it right for every Midlothian child**
- ☐ **Improving opportunities in Midlothian**
- ☐ Sustainable growth
- ☐ Business transformation and Best Value
- ☐ None of the above

3.4 Impact on Performance and Outcomes

The post holder will have responsibility for raising attainment and helping Midlothian to become the most improved Local Authority in Scotland in terms of SQA results

3.5 Adopting a Preventative Approach

The post holder will work with colleagues to promote a preventative approach at every opportunity.

3.6 Involving Communities and Other Stakeholders

The post holder will work with communities, parents and other stakeholders to develop the school improvement agenda.

3.7 Ensuring Equalities

The post holder will uphold and champion the equalities agenda.

3.8 Supporting Sustainable Development

None

3.9 IT Issues

None

4 Recommendations

Cabinet is asked to appoint Peter McNaughton as Head of Education from 1st April 2013 to 30 June 2015, on a seconded basis from Education Scotland.

Date 19 February 2013

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Declaration Box

Instructions: *This box must be completed by the author of the report. The box will be copied and saved by the Council Secretariat who will delete it from the report prior to photocopying the agenda.*

Title of Report: *Appointment of Head of Education*

Meeting Presented to: *Cabinet*

Author of Report: *Ian Pilbeam*

I confirm that I have undertaken the following actions before submitting this report to the Council Secretariat (Check boxes to confirm):-

- ☒ *All resource implications have been addressed. Any financial and HR implications have been approved by the Head of Finance and Human Resources.*
- ☒ *All risk implications have been addressed.*
- ☒ *All other report implications have been addressed.*
- ☒ *My Director has endorsed the report for submission to the Council Secretariat.*

For Cabinet reports, please advise the Council Secretariat if the report has an education interest. This will allow the report to be located on the Cabinet agenda among the items in which the Religious Representatives are entitled to participate.

Likewise, please advise the Council Secretariat if any report for Midlothian Council has an education interest. The Religious Representatives are currently entitled to attend meetings of the Council in a non-voting observer capacity, but with the right to speak (but not vote) on any education matter under consideration, subject always to observing the authority of the Chair.