

Manchester City Council Report for Resolution

Report to: Personnel Committee – 28 June 2017

Subject: Director of Education Appointment

Report of: The Chief Executive

Purpose of Report

This report sets out a proposed timetable and approach to the appointment to the vacant post of Director of Education.

Recommendations

Personnel Committee are asked to:

1. Approve the proposed revision of the Director of Education and Skills, to Strategic Director of Education on the following basis:
 - The role to report directly to the Director Children's Services but will continue to be a full member of the Council's Strategic Management Team, with oversight from the Chief Executive
 - The adult skills portfolio will transfer to and be incorporated within the Work and Skills Team within the Neighbourhood Services Directorate.
 2. Approve the proposed recruitment approach.
 3. Establish a subcommittee of Members to act as the Appointment Panel for the appointment of the Strategic Director of Education.
 4. Appoint Members to the subcommittee.
 5. Note that the remuneration for the post will be subject to further approval of Personnel Committee and Council.
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Wards Affected: All

Financial implications for the revenue and capital budgets

None. The cost of appointment is contained within the HR service budget provision. The salary for the role is provided for within the existing workforce budget.

Contact Officers:

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Background documents (available for public inspection):

None

1 Introduction

- 1.1 The Strategic Director of Education post is currently vacant and being covered on an acting up arrangement. This is a key appointment in ensuring City-wide outcomes in the form of improvements in educational attainment. Significant progress has been made in closing the gap between Manchester's performance and aspiration, but more work is required to deliver the outcomes required of a world class city.
- 1.2 This reports sets out a proposed revision to the current role profile and an approach and timetable to the appointment process. The Personnel Committee is asked to nominate Members to act as an Appointment Panel for the role.

2 The Role

- 2.1 The Strategic Director of Education will provide leadership and delivery of the Council's strategic objectives, in partnership with Schools, across education skills and employment.
- 2.2 The Strategic Director of Children's Services (DCS) has statutory responsibility for education as well as social care and, in most authorities, this post holder therefore also acts as Director of Education. Manchester City Council previously put in place delegated responsibility for education (including early years and youth) to a Director of Education and Skills, reporting to the Chief Executive but accountable to the Strategic Director of Children's Services for the statutory duties, to ensure specialist focus and capacity and to free up the DCS to focus on social care improvement.
- 2.3 The Chief Executive has recommended that in order to streamline the number of direct reports, the Strategic Director of Education should instead report to the Strategic Director for Children's Service. Early help is already now led through the Strategic Director for Children's Services and proposals are coming forward for early years to be incorporated within the portfolio.
- 2.4 In recognition of the considerable challenges that now remain in delivering improvements to the Council's children's services and influencing partners to improve outcomes for children the Chief Executive will, however, provide close support to the DCS for the foreseeable future. Strategic Director of Education will need to have a strong and direct leadership relationship with the leaders of Manchester's schools, the regional Schools Commissioner and Department for Education. Strategic Director of Education will be a full member of the Council's Strategic Management Team to ensure that the interests of the City's schools are represented at the most senior level in the organisation.
- 2.5 Further, to enhance the capacity of the role, it is recommended that responsibility for adult skills will be removed from the portfolio and transferred to the Deputy Chief Executive (Growth and Neighbourhoods) as part of the

wider Work and Skills Team.

3 Proposed Recruitment Approach and Timetable

3.1 It is recommended that recruitment to the post is managed by the Council, initially without the use of recruitment consultants, in the new school term. The details of this are as follows:

- The post will be advertised in the normal national trade journals. Advice is that the candidate field is at its strongest in the new school year and therefore, as effective acting up arrangements are in place, it is recommended that the advertisement is placed in the first week of September 2017. Assuming an appointment is made it should be noted that there may also be a hiatus in the successful candidate taking up post, due to the logistics of notice periods in an education setting.
- The Council will not instruct recruitment consultants in the first instance but will endeavour to manage the process through the in-house Senior Recruitment Team. Applications will be monitored, however, and if the assessment is that some Executive Search is required to secure the right number and calibre of applicants this will be arranged within the planned recruitment timetable.
- Assessment is planned to take place in October 2017 and will involve:
 - A paper sift of applications by the Appointment Panel, to agree the shortlist
 - Rigorous assessment of shortlisted candidates involving:
 - A technical assessment, to be undertaken by an education specialist
 - A stakeholder panel, including young people; Head Teachers and Council colleagues
 - A final panel being the subcommittee of the Personnel Committee and supported by the Chief Executive and members of SMT.
- The final appointment, including remuneration, to be approved by full Council on the basis the role has been evaluated at SS5 and therefore will be above £100,000 salary value.

4 Appointments Panel

4.1 The Personnel Committee is asked to nominate Members to the subcommittee as the Appointment Panel.

5 Trade Unions Comments

5.1 The Trade Unions have been consulted on these changes and any comments will be tabled at the meeting.

6 Conclusion

- 6.1 The proposals in this report have been developed to ensure achievement of Manchester's strategic aims on education excellence, connecting individuals and neighbourhoods to growth, and local people to employment opportunities.