

Item 9 - Question Time

To the Chair of the Care, Learning & Housing Committee

“Please explain in detail what provision you have put into place for ‘succession planning’ given the current vacancies of 5 Head Teachers in our academies?”

Response to Ms M Smith

Succession planning in the recruitment of Headteachers is a key theme of the Council’s Management of Schools programme and there will be a further update about this at the May meeting of the Care, Learning & Housing Committee.

Discussions take place with senior staff about future career plans and there are a range of leadership and management courses now available. Where appropriate, staff are also offered opportunities to take up posts on a temporary basis, and indeed three of these five posts involve moving from a temporary to permanent arrangement.

All promoted post vacancies are advertised on myjobscotland and given a significant profile in TES Scotland and on social media.

As indicated at the March Members’ seminar on school management arrangements, given recruitment challenges and the changing models of provision, I believe that there is value in reflecting our processes to recruit to Headteacher posts, making best use of the skills of staff across our Secondary Schools, and this is a matter that will be considered further at Committee.