

Agenda Item	9.
Report No	EDU/04/20

THE HIGHLAND COUNCIL

Committee: Education Committee

Date: 27 February 2020

Report Title: Review of Local Negotiating Committee for Teachers (LNCT) Agreement No 23 Appointment Procedures – Head Teachers and Depute Head Teachers

Report By: Chief Executive

1. Purpose/Executive Summary

- 1.1 The purpose of this report is to update members on the ongoing review of LNCT 23 Appointment Procedures – Head Teachers and Depute Head Teachers. LNCT agreements cover devolved matters not subject to national negotiation and include appointment procedures for teachers. The LNCT Executive undertakes a review of LNCT agreements as part of its core business in relation to the annual LNCT Workplan.
- 1.2 The 2019-20 Workplan was agreed at Formal LNCT on 19 June 2019 and approved a review of LNCT 23. Highland Council is committed to recruiting high quality skilled staff who will provide strategic leadership and vision in our schools and it is important our recruitment process supports this aim.

2. Recommendations

- 2.1 Members are asked to:
- i. Note the position in relation to the ongoing review of LNCT 23 Appointment Procedures – Head Teachers and Depute Head Teachers
 - ii. Approve the proposed variation for Head Teacher and Depute Head Teacher appointments, to ensure the Education official on the final interview panel will also have voting right in addition to Elected Members and Parent Council representatives.

3. Implications

- 3.1 Resource. There are no implications.
- 3.2 Legal. Procedures for Head Teacher and Depute Head Teacher appointments in Highland takes account of the relevant education legislation. Namely recognition of the Education (Scotland) Act 2016 to set the standards of education and training required before a teacher can be appointed as a Head Teacher and also the role of parents as per the Scottish (Parental Involvement) Act 2006 and Parental Involvement in Head Teacher and Deputy Head Teacher Appointments (Scotland) Regulations 2007.
- 3.3 Community (Equality, Poverty, Rural and Island). There are no implications.
- 3.4 Climate Change / Carbon Clever. There are no climate change implications arising from this report
- 3.5 Risk. There are no implications
- 3.6 Gaelic. This agreement will apply to all Head Teacher and Depute Head Teacher appointments and therefore there are no specific Gaelic implications

4. Background

- 4.1 As part of the 2019-20 LNCT Workplan, it was acknowledged a review of the recruitment process for Head Teachers and Depute Head Teachers was required. Recruiting a Head Teacher is arguably one of the most important tasks the Education Service of Highland Council, Elected Members and parents will undertake. Research suggests that school leadership is second only to classroom teaching as an influence on pupil learning.
- 4.2 It is therefore essential for the Highland Council to have recruitment processes in place that will enable us to attract and recruit the right Head Teacher and Depute Head Teacher for each school. Currently our recruitment practice, as per LNCT 23, dictates only Elected Members and Parent Council representatives have voting rights on the final interview panel for these appointments.
- 4.3 In a study of the appointment procedures undertaken in other local authorities, we confirmed Education officials involved at the final interview stage had full voting rights in most cases.

5. Proposed Revision

- 5.1 An amendment to our recruitment practice is critical to achieving successful recruitment outcomes. As part of the review we propose to amend the voting structure for the final interview panel. This will ensure the Education Official on the panel will have voting rights in addition to Elected Members and Parent Council representatives for Head Teacher and Depute Head Teacher appointments in future.
- 5.2 The full review of LNCT 23 Appointments Procedures – Head Teachers and Depute Head Teachers will be presented for approval at the next Formal LNCT meeting on 17 June 2020.

Designation: Chief Executive

Date: 6.2.20

Author: Nicky Grant, Interim Head of Education

Background Papers: