

## **Committee: Children and Young People Overview and Scrutiny Panel**

**Date: 26 March 2014**

Agenda item: 7

Wards: All Wards

## **Subject: Draft Final Report of the School Leadership Succession Planning Task Group**

Lead officer: Rebecca Redman, Scrutiny Officer

Lead member: Councillor Jeff Hanna, Chair of the Children and Young People Overview and Scrutiny Panel

Contact Officer: Rebecca Redman, [rebecca.redman@merton.gov.uk](mailto:rebecca.redman@merton.gov.uk); 020 8545 4035

---

### **Recommendations:**

- A. That the Children and Young People Overview and Scrutiny Panel considers and endorses the report arising from the scrutiny review of school leadership succession planning, attached at Appendix 1; and
- B. That the Panel agrees to forward the review report to cabinet for approval and implementation of the recommendations.

---

### **1. PURPOSE OF REPORT AND EXECUTIVE SUMMARY**

- 1.1 To present the scrutiny review of school leadership succession planning in Merton to the Children and Young People Overview and Scrutiny Panel for endorsement; and to seek agreement to forward the report to Cabinet for approval and implementation of the review recommendations.

### **2. DETAILS**

- 2.1 The Panel, at its meeting on 4 July 2013, agreed to establish a task group to look at school leadership succession planning, in particular how female and BME candidates could be encouraged to apply for headship given the diverse population in Merton schools and the changing educational landscape.
- 2.2 The Children and Young People Overview and Scrutiny Panel appointed a task group to carry out the review. The task group's report is attached at Appendix 1.

### **3. ALTERNATIVE OPTIONS**

- 3.1 The Children and Young People Overview and Scrutiny Panel can select topics for scrutiny review and for other scrutiny work as it sees fit, taking into account views and suggestions from officers, partner organisations and the public.

#### **4. CONSULTATION UNDERTAKEN OR PROPOSED**

- 4.1 In carrying out its review, the task group co-opted a representative who is a governor at one of Merton schools and met with representatives from the National College of Teaching and Leadership, Institute of Education and Inner Strength Network, and also talked to local head teachers, council officers and the Cabinet Member for Education.
- 4.2 Appendix 1 of the Task Group Report lists those who contributed to the review.

#### **5. TIMETABLE**

- 5.1 The task group's draft final report will be considered, with a view to being endorsed to forward to Cabinet, by the Children and Young People Overview and Scrutiny Panel at its meeting on 26 March 2014.
- 5.2 The Children and Young People Overview and Scrutiny Panel will then send the report to the Council's Cabinet in June 2014 for consideration.

#### **6. FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS**

- 6.1 None for the purposes of this covering report.

#### **7. LEGAL AND STATUTORY IMPLICATIONS**

- 7.1 None for the purposes of this report.

#### **8. HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS**

- 8.1 It is a fundamental aim of the scrutiny process to ensure that there is full and equal access to the democratic process through public involvement and engaging with local partners in scrutiny reviews. Furthermore, the outcomes of reviews are intended to benefit all sections of the local community. An Equalities Impact Assessment was completed as part of the review process and is available on request from the Scrutiny Team.

#### **9. CRIME AND DISORDER IMPLICATIONS**

- 9.1 None for the purposes of this report.

#### **10. RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS**

- 10.1 None for the purposes of this report.

#### **11. APPENDICES – THE FOLLOWING DOCUMENTS ARE TO BE PUBLISHED WITH THIS REPORT AND FORM PART OF THE REPORT**

- 11.1 Appendix 1 – task group review report on School Leadership Succession Planning.

#### **12. BACKGROUND PAPERS**

- 12.1 None for the purposes of this report.