

Committee: Cabinet

Date: 30 June 2014

Agenda item:

Wards: All Wards

Subject: Scrutiny review of school leadership succession planning –Final Report

Lead officer: Rebecca Redman, Scrutiny Officer

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

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Recommendations:

- A. That Cabinet considers and endorses the report arising from the scrutiny review of school leadership succession planning, attached at Appendix 1.
 - B. That Cabinet agrees to submit an Executive Response and Action Plan to the Children and Young People Scrutiny Panel at their October 2014 meeting outlining their response to the report and decision taken regarding the recommendations made, including actions to be taken to implement the agreed recommendations.
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1. PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1 To present the Final Report and recommendations resulting from the Task Group review of school leadership succession planning to Cabinet for consideration.

2. DETAILS

- 2.1 At the first meeting of the 2013/14 Municipal Year, the Children and Young People O&S Panel agreed to undertake a scrutiny review of school leadership succession planning, with a view to making recommendations that would support the council to ensure that the next generation of leaders were identified and supported and that existing heads and governors streamlined diversity in their succession planning.

3. CONSULTATION UNDERTAKEN

- 3.1 In carrying out its review, the task group engaged a range of stakeholders, council officers and Cabinet Members to ensure evidence based recommendations could be made that would support achievement of the aims of this review, as outlined below:

- To determine how Merton’s schools promote representation of different ethnic groups in senior positions;
- To determine what constitutes a good head teacher;
- To determine how Merton’s schools manage their talent-spotting process; and
- To determine how Merton’s schools retain and promote existing talent within their schools.

4. TIMETABLE

- 4.1 The Children and Young People Scrutiny Panel receives an Executive Response and Action Plan from Cabinet further to consideration of the Final Report and recommendations at their meeting in October 2014.

5. FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

- 5.1 None for the purposes of this covering report.

6. LEGAL AND STATUTORY IMPLICATIONS

- 6.1 None for the purposes of this covering report. Scrutiny work involves consideration of the legal and statutory implications of the topic being scrutinised.

7. HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS

- 7.1 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 has been completed as part of the review process and is available within the draft Final Report (Appendix 2 of the final report).

8. CRIME AND DISORDER IMPLICATIONS

- 8.1 None for the purposes of this covering report. Scrutiny work involves consideration of the crime and disorder implications of the topic being scrutinised.

9. RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS

- 9.1 None for the purposes of this covering report.

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

- 10.1 Appendix 1 –Final Report – school leadership succession planning task group.

11. BACKGROUND PAPERS

- 11.1 None for this report.