

APPOINTMENT PANEL: HEAD TEACHER POSTS

1. BACKGROUND

- 1.1 The School Boards (Scotland) Act 1988 provided details of the composition of the selection panel used to interview applicants for Head Teacher posts.
- 1.2 The Parental Involvement in Head Teacher and Deputy Head Teachers Appointment Regulations 2007/132 require that the education authority must consult with the Parent Council for the school concerned on the strategy for making an appointment. As part of the cyclical review process, the authority is reviewing its composition of the selection panel for Head Teacher appointments.
- 1.3 It has been the policy of the council for some years now to have an elected member of the council as chair of the interview panel. The current administration wishes to amend this policy by removing elected members from these panels.

2. RECOMMENDATIONS

- 2.1 The Council is asked to agree that the Chairperson of the selection panel to interview applicants for Head Teacher posts be drawn from members of the Senior Management Team of the education service.

3. DETAIL

- 3.1 There is a requirement to confirm arrangements for the selection panel for Head Teacher posts.
- 3.2 It is proposed that an Authority nominee will chair the appointment panel and that the authority's representatives will be at officer level. The relevant Parent Council will be invited to be represented on the panel. At least one-third of the panel must be members of the Parent Council or be nominated by the Parent Council to participate on their behalf.

3.3 In the absence of the Parent Council, the appointment panel for these posts will consist entirely of nominees of the education authority.

3.4 The Appointment Panel will make its recommendation to the Education Authority which makes the appointment.

4. CONCLUSION

The Appointment Panel for Head Teacher appointments will be chaired by a member of the senior management team of the education service and must have at least one third of the panel members from the relevant Parent Council or their nominees.

5. IMPLICATION

5.1 Policy: A change in the current procedure

5.2 Financial: There will be minor savings in the travel and subsistence costs of elected members as a result of this change.

5.3 Legal: None

5.4 H.R.: None

5.5 Equal Opportunities: The response is compliant with the Council's Equalities policy.

5.6 Risk: None

5.7 Customer Service: None

Cleland Sneddon
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