

**CLACKMANNANSHIRE COUNCIL**

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**Report to: Council**

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**Date of Meeting: 23 June, 2016**

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**Subject: Cessation of Shared Services – Education Services**

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**Report by: Chief Executive**

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**1.0 Purpose**

1.1 The purpose of this report is to update Council on considerations for education services in the context of the cessation of shared services.

**2.0 Recommendations**

2.1 It is recommended that Council:

- a) notes the contents of this report; and
- b) agrees to establish three central management posts in the education service as set out in this report.

**3.0 Background & Considerations**

3.1 The new post of Chief Education Officer was recruited to in March and Anne Pearson joined the Council on 13 June.

3.2 Among initial priority tasks for the Chief Education Officer is to design and recruit to her new management team. It is proposed that this will comprise a small central team of three managers and a reconfiguration of the management capacity already in schools.

3.3 The proposed broad functional remits for the three central management posts are:

Post 1

- be strategic lead for one of the clusters
- developing the young workforce
- positive destinations
- family engagement
- service development and recruitment

## Post 2

- be strategic lead for one of the clusters
- early learning and childcare
- improving children and young people's health and well-being
- Getting It Right For Every Child

## Post 3

- be strategic lead for one of the clusters
- curriculum quality
- quality of learner experience
- school improvement planning
- developing leadership and professional development

3.4 The central managers will also have corporate and general management responsibilities.

3.5 The diagram at the Appendix to this report sets out the overall strategic structure for central education management in the context of the cluster model. While youth, sport and community education do not explicitly feature in the diagram, consideration is being given to how those services would be best configured as part of the new cluster model. Further work is also being done on establishing what business management support functions will be required in the new structure (the 'flexible' box).

3.5 A further priority for the new Chief Education Officer will be reviewing attainment (including the Scottish Attainment Challenge in Clackmannanshire), particularly in light of some recent inspection reports which have been presented to Council. Two external reports on these matters were commissioned by the Chief Executive in March and these provide some analysis and guidance to inform future thinking.

3.6 Notwithstanding the Chief Education Officer has now taken up post, she does not as yet have operational responsibility for services as the councils are still in the shared services arrangement. It is likely that there will be a transition period once the service managers are in post in the lead up to shared services ceasing. This process will have to be carefully managed so there is clarity of accountability and no threat to business continuity.

## 4.0 Sustainability Implications

N/A

## 5.0 Resource Implications

### *Financial & Staffing*

5.1 The proposals in this paper create three management posts at the centre; the Council has already allocated £150,000 to the shared service change agenda.

In the immediate term this will cover the costs of the posts outlined in this report. Going forward, mainstream budget provision will require to be made of these posts.

## 6.0 Exempt Reports

Is this report exempt? No

## 7.0 Declarations

The recommendations contained within this report support or implement our Corporate Priorities and Council Policies.

### (1) Our Priorities (Please double click on the check box)

N/A

## 8.0 Equalities Impact

The approach to staffing is in keeping with the provisions of employment law.

## 9.0 Legality

In adopting the recommendations contained in this report, the Council is acting within its legal powers.

## 10.0 Appendices

1 – Strategic Structure for Education Service

## 11.0 Background Papers

None

NAME	DESIGNATION	
Elaine McPherson	Chief Executive	Signed: E McPherson



**Appendix 1**

**Education Central Management**

Chief Education Officer

NIF Priorities for Clackmannan Council

- Improvement in attainment, particularly in literacy and numeracy;
- Closing the attainment gap between the most and least disadvantaged children;
- Improvement in children and young people's health and wellbeing; and
- Improvement in employability skills and sustained, positive school leaver destinations for all young people



