

Report

Report to:	Education Resources Committee
Date of Meeting:	3 March 2020
Report by:	Executive Director (Education Resources)

Subject:	Head Teacher Recruitment Legislation
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ advise members of the new Head Teachers Education and Training Standards (Scotland) Regulations 2019 that comes into effect on 1 August 2020 relating to the recruitment of Head Teachers

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the new Head Teachers Education and Training Standards (Scotland) Regulations 2019, which comes into effect on 1 August 2020, relating to the recruitment of Head Teachers and the commitment by the Council to continue to support professional leadership development, be noted.

3. Background

- 3.1. Scottish Government legislation comes into force on 1 August 2020 that states any teacher being appointed for the first time into a permanent post of Head Teacher must have achieved the Standard for Headship.
- 3.2. A Head Teacher who has not achieved the Standard for Headship, can be appointed after 1 August 2020 provided that the appointment does not exceed 30 months.
- 3.3. Leadership development has been, and continues to be, a key priority for Education Resources and is designed to support colleagues on their leadership journey and with Education Scotland on the range of programmes they offer.
- 3.4. The Standard for Headship can be achieved by successfully completing the Into Headship programme.

4. Into Headship Programme

- 4.1. The Into Headship programme replaces the Scottish Qualification for Headship (SQH) and Flexible Route to Headship (FRH) programmes.
- 4.2. The Into Headship programme is designed for aspiring Head Teachers. It is a national post graduate qualification that is delivered in partnership with local universities and is focused on developing strategic leadership capacity.

- 4.3. Recruitment to the Into Headship programme is coordinated by local authorities so South Lanarkshire Council (SLC) plays a key role in identifying appropriate candidates through a robust recruitment process. Application forms are received and candidates are interviewed in order to gain a place on the programme.
- 4.4. For the duration of the programme, candidates are allocated a mentor in the form of an experienced SLC Head Teacher and, upon completion of the programme, assignments that have been assessed by Strathclyde University go through a professional verification process by SLC colleagues.

5. Employee Implications

- 5.1. A key implication is the knock-on effect as currently there are several Head Teachers in temporary acting Head Teacher posts, for a variety of reasons, covering vacancies, maternity leave and secondments. Not all colleagues in these acting Head Teacher positions have at this time achieved or embarked upon the Into Headship programme.
- 5.2. SLC current position regarding the Into Headship Programme:-
- ◆ 37 teachers have completed the Into Headship programme
 - ◆ 14 of the 37 are secondary Depute Head Teachers
 - ◆ 12 of the 37 are primary colleagues who were already, or are now, substantive Head Teachers
 - ◆ 11 remaining are primary PT or Deputes
 - ◆ 10 colleagues are on the current cohort and due to complete this year
 - ◆ Applications for this year's cohort are currently being received (closing date 26 February 2020)

Current position regarding Head Teacher vacancies:-

- ◆ 3 of the 10 current acting primary Head Teacher posts are permanent vacancies
 - ◆ 1 of the 3 is filled by a colleague who has embarked upon Into Headship
 - ◆ 4 of the 7 other acting posts are being filled by colleagues who have completed or embarked upon Into Headship.
- 5.3. The position from August 2020 means that the recruitment for permanent Head Teachers must consider the new legislation with the Standard for Headship being an essential requirement for the post.
- 5.4. To ensure the Council has appropriate candidates available for permanent posts, colleagues in schools have been informed of this new legislation by the General Teaching Council for Scotland and by the Council through Education Newsletters and emails. The recruitment process for the Into Headship programme for next session has also been promoted in this way.

6. Financial Implications

- 6.1. The Into Headship programme is currently fully funded by the Scottish Government.

7. Climate Change, Sustainability and Environmental Implications

- 7.1. There are no significant implications for climate change, sustainability and the environment arising from the recommendations in this report.

8. Other Implications

- 8.1. There are no implications for risk in terms of the information contained in this report.

9. Equality Impact Assessment and Consultation Arrangements

- 9.1. This report does not present a new strategy, policy or plan and is therefore not subject to equality impact assessment.
- 9.2. The Scottish Government have advised local authorities and other stakeholders of the impending change which comes into place on 1 August 2020.

Tony McDaid
Executive Director (Education Resources)

5 February 2020

Link(s) to Council Values/Ambitions/Objectives

- ◆ Improve achievement, raise educational attainment and support lifelong learning
- ◆ Ensure schools and other places of learning are inspirational

Previous References

None

List of Background Papers

- Scottish Government legislation document:
<http://www.legislation.gov.uk/ssi/2019/217/contents/made>

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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