

## Report – Establishment Committee

### Appointment of Strategic Education and Skills Director

*To be presented on Thursday, 12<sup>th</sup> January 2017*

*To the Right Honourable The Lord Mayor, Aldermen and Commons of  
the City of London in Common Council assembled.*

#### SUMMARY

Since September 2015 the City Corporation has engaged a temporary Education Strategy Director, an Education Policy Officer and part-time Assistant Policy Officer in support of the work of the Education Board. This includes the delivery, monitoring and review of the City Corporation's Education Strategy.

There is now a need to secure long term strategic leadership, monitoring and review of the Strategy and combine it with the responsibility for adult education and the new City Corporation commitment to apprenticeships. As a result, the creation of a permanent post of Strategic Education and Skills Director has been identified as the most effective and efficient way of ensuring that these key City Corporation functions are delivered.

The post has been evaluated at Grade I and therefore requires approval of both the Establishment Committee and the Court of Common Council. In accordance with Standing Order No. 41(a), the approval of your Establishment Committee was granted under urgency procedures in December 2016 to facilitate this recommendation coming to the Court in January. This is because it is anticipated that a number of Headteachers would be highly likely to apply for the role and, customarily, the notice period for a Headteacher would be a full term and a half. Therefore an advert would need to be in place by the end of January in order for the postholder to start in time for the 2017 academic year.

The proposed salary for this post would be up to £74,250, plus the Inner London Weighting allowance.

#### RECOMMENDATION

It is **recommended** that approval be given to the creation of the Grade I post of Strategic Education and Skills Director.

#### MAIN REPORT

##### Background

1. A temporary Education Strategy Director, an Education Policy Officer and part-time Assistant Policy Officer have been in place at the City Corporation since September 2015 to support of the work of the Education Board. The scope of their work has included the delivery, monitoring and review of the City Corporation's Education Strategy. The creation of a permanent post of Strategic

Education and Skills Director has been identified as the most effective and efficient way of ensuring that key City Corporation functions are delivered.

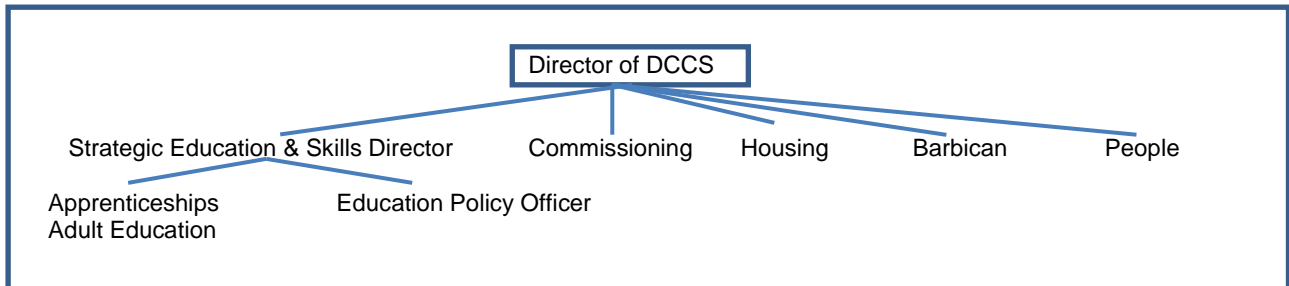
### **Current position**

2. At the Education Board in September 2016 it was agreed that this post would be held temporarily by the Chief Executive Officer of City of London Academies Trust (CoLAT) while there was consideration of the scope and breadth of the position in the light of changes to the strategic priorities within the Department of Community and Children's Services(DCCS).
3. This new post would oversee the delivery of the City of London Corporation's Education Strategy 2016 – 2019, lead the Education Unit and maintain strategic relationships with key stakeholders. It has also been agreed that the City Corporation will be an Employer-Provider and that the current apprenticeship service will be the provider for Apprentices that fall under the new apprenticeship scheme. It would therefore be appropriate to bring these responsibilities under the management of a permanent Strategic Education and Skills Director post which includes oversight of the Apprenticeship programme within a broader skills development brief.
4. Consideration has been given to the current scope and remit of DCCS and particularly the need to develop stronger oversight of the rapidly growing area of adult education, skills and apprenticeships.
5. It was also clear that the current temporary position of the Education Strategy Director post sitting in and alongside the CEO of CoLAT position highlighted the potential for conflict of interest and duplication of effort between the two roles. The Director of DCCS will report back to the Education Board to outline in more detail how these two roles will work together when the new appointment is made.

### **Proposals**

6. The role of the Strategic Education Director is to oversee the delivery of the City of London Corporation's Education Strategy 2016 – 2019, lead the Education Unit and maintain strategic relationships with key stakeholders. It has also been agreed that the City Corporation will be an apprenticeship Employer-Provider and that the current apprenticeship service will be the provider for Apprentices that fall under the new apprenticeship scheme. It is appropriate to bring these responsibilities under the management of a permanent Strategic Education and Skills Director post which includes oversight of the Apprenticeship and Adult Skills programme within a broader skills development brief.
7. This will involve the transfer of the current Adult Skills and Education Service from Commissioning and Partnerships to the new service area. This has been put in place informally already as part of the current interim arrangements. A separate report will be made to the Establishment Committee regarding the restructure of this service in light of the expanded apprenticeship service and change in line management.

8. The proposed post of 'Strategic Education and Skills Director' is attached at Appendix 1.
9. The strategic structure within DCCS would incorporate this post as outlined below.



### **Conclusion**

10. There is a need to secure long term strategic leadership, monitoring and review of the Education Strategy and combine it with the responsibility for adult education and the new City Corporation commitment to apprenticeships. The creation of a permanent post of Strategic Education and Skills Director is the most effective and efficient way of ensuring that these key City Corporation functions are delivered. The Court is therefore recommended to approve the creation of this Grade I post.

### **APPENDICES**

- Appendix 1 – Job Description
- Appendix 2 – Person Specification
- Appendix 3 – Market Comparisons

All of which we submit to the judgement of this Honourable Court.

DATED this 21<sup>st</sup> day of December 2016.

SIGNED on behalf of the Committee.

**The Reverend Stephen Decatur Haines, Deputy**  
Chairman, Establishment Committee