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| Committee(s): Education Board | Date: 5 March 2015 |
| Subject: Appointment of External Members | Public |
| Report of: Town Clerk | For Decision |

Summary

This report outlines the steps taken to assess and arrive at a recommendation to the Education Board on the appointment of individuals to the remaining two vacancies for external members on the Board. It concludes by recommending that Members of the Board endorse the recommendation of the Board's Nominations Working Group that Tim Campbell and Helen Sanson be appointed to the Board.

Recommendation(s)

That members,

- appoint Tim Campbell (Bright Ideas Trust) to the Education Board as external member for a four-year period until March 2019.
- appoint Helen Sanson (Tower Hamlets Business Enterprise Partnership) as external member for a three-year period until March 2018.

Main Report

1. When it was established by the Court of Common Council on 1 May 2014, the Education Board was given provision to appoint up to four external (non-Court of Common Council) members who had appropriate expertise in the field of education.
2. The Board currently has two external members, Roy Blackwell (United Westminster Schools) and David Taylor (formerly Office of Her Majesty's Chief Inspector of Schools in England). Mr Blackwell and Mr Taylor are appointed on terms of two years and one year respectively (until April 2017 and April 2016).
3. At its meeting on 4 December 2014 the Board requested its Nominations Working Group (NWG) draw up a set of criteria against which to seek and assess candidates for the remaining two vacancies on the Board, and to utilise the agreed criteria to recommend shortlisted candidates to the Board for appointment. The Board instructed the NWG to assess candidates on their expertise and successful track record in supporting the transition from education to employment.
4. The NWG conducted these exercises at its meetings on 15 January 2015 and 17 February 2015. The criteria utilised for the selection of the two external candidates is provided as appendix 1.
5. At its meeting on 17 February 2015 the NWG resolved to recommend Tim Campbell and Helen Sanson to the Education Board for appointment. It is therefore recommended that the Education Board endorse the recommendation of the NWG and formally appoint Tim Campbell and Helen Sanson to the Board

for terms of four and three years respectively (until March 2019 and March 2018). Further background (in relations to the agreed criteria) on Mr Campbell and Ms Sanson's expertise is provided as appendix 2.

Appendices

- **Appendix 1** - *Criteria for selection of external candidates with expertise and delivery in transition from education to employment.*
- **Appendix 2** – *Background information on Tim Campbell and Helen Sanson.*

Alistair MacLellan

Town Clerk's Department

T: 0207 332 1416

E: alistair.maclellan@cityoflondon.gov.uk

Appendix 1

Criteria for selection of external candidates with expertise and delivery in transition from education to employment.

a) Has demonstrable expertise in the transition from education to employment (i.e. not just education and not just employment) and of employer needs.

- i. a broad track record of steering initiatives spanning both education and employment;
- ii. a clear, practical understanding of both the needs of employers and of working with the education system;

(NB It is suggested that the Board may consider appointing one member with a greater understanding of/expertise in the employer side, and another the education side, but both will be required to be sufficiently well versed in the transition from education to employment.)

b) Represents the type of outcomes identified in the City Corporation's Education Strategy for its family of schools, particularly the less advantaged ones

- i. practical experience of helping young people into employment through training programmes, apprenticeships and employment pathways;
- ii. clear commitment to raising the aspirations of young people, their awareness of career opportunities and employability skills.

c) Demonstrates an ability to represent as broad a range of knowledge/experience/activity in this field as possible (i.e. not purely a specialist in one particular sector or type of activity)

d) Has a reputation for collaboration in this area

- i. Can provide third party endorsement of their track record of collaboration;
- ii. Demonstrates willingness to represent the views and insights of peers in the wider education to employment area, drawing on a broad network of contacts to provide input into the Board's work as it develops;
- iii. Is able to demonstrate impartiality, representing more than just the views/interests of their own organisation.
- iv. Has a track record of sharing good practice in employability activity between organisations e.g. schools, training providers or employers.

d) Familiar with the London context and demonstrates both a London interest and focus to their experience

Appendix 2 – *Suggested candidates for appointment to the Education Board.*

Tim Campbell (Bright Ideas Trust)

- A Tim Campbell is the founder Bright Ideas Trust, a charitable organisation and social enterprise which encourages young budding entrepreneurs from disadvantaged backgrounds to start business ventures, by giving them greater access to start-up finance, real business mentors and professional services advisors.
- He is also London's Ambassador for Training and Enterprise, the Secretary of State's Enterprise Advisor, a supporter of the Jack Petchey Foundation, the ACLT, the NSPCC, and Connexions.
 - His experience of working in the public and private sector, allow him to connect, inspire and motivate young people and provide valuable advice and connections to business.
- B Tim Campbell has experience of helping young people into employability opportunities in his role at Bright Ideas Trust which has generated successful start-ups and significant interest from Corporates and innovative young entrepreneurs.
- He personally spends time with communities and organisations helping to promote an entrepreneurial culture and motivate others, particularly the younger generation, to pursue their dreams.
- C Tim Campbell's broad range of business experience and support for a diverse range of charitable organisations demonstrate a wide knowledge of, and activity, in this field.
- He provides talks on the following subjects:
 - Coping with change - the value of embracing and coping with change
 - Taming the power of teams - Exploring talent management and understanding that everyone in a team adds value and contributes to its success
 - Entrepreneurs - Born, made and praised - Exploring the notion of nature vs nature, What can you do to make your entrepreneurial dreams come to fruition
 - Customer Service - the true value of customer service
 - E 2 = Success - The formula for Success = Enthusiasm and Expertise, not luck. It's vital to try to succeed in something you really love and excel at, something that adds value.
- D Tim's successful business career, including establishing a social enterprise, combined with his advisory roles and ambassadorial appointments for government demonstrate a clear ability to collaborate, draw on the experience of others, represent different views and interests, and develop productive networks.
- E His knowledge of, and interest in, the London context is demonstrated by his role as Chairman of Governors at St Bonaventure's a Roman Catholic boys school in

Forest Gate, his appointment by the Children's Minister to focus on the particular problems of the capital's young people, and his business interests.

Education Unit, February 2015.

Helen Sanson, Director of Tower Hamlets Education Business Partnership

- A Heads leading education-business link organisation, supporting education, training and development of young people through fostering mutually beneficial partnerships between businesses and schools. Tower Hamlets EBP supported 10,000 young people in 2013/14 working with 250 businesses and 5,000 employee volunteers.
- Close working relationships with schools and with range of businesses in City, Canary Wharf and locally in Tower Hamlets more widely.
 - Clear, practical understanding of needs of employers and schools through developing programmes to respond to policy agenda within education with realistic expectations of businesses in mind.
- B Practical experience covers a wide range of outcomes in keeping with the Education Strategy's aims such as routes into work, work experience, apprenticeships, employability-focused mentoring and careers-focused aspiration-raising activities.
- C Extensive experience of working at the intersection between schools and business make her well-placed to act as a reliable voice for both. She is well networked with peers across London and is currently leading a range of partnership activities as part of guiding her organisation to work more widely across London.
- D Collaboration and partnership working are central to Helen's work. She is well embedded into a range of consultative groups in Tower Hamlets, regularly providing input into policy matters. She works to an experience board of directors and with a wide range of external partners who could endorse her track record.
- Enjoys positive relationships with partner organisations delivering similar activity across London and with other organisations linking business to the wider community. She could provide a useful route into a wider network.
 - Acting as a voice for her wider constituency of schools and businesses, through, for instance, sitting on the Tower Hamlets Partnership (the cross sector body steering the local authority's 'Community Plan'), informing delivery of activity by the East London Business Alliance and recently providing a valuable contribution as an attendee at a roundtable event organised by the City Corporation with Esther McVey MP.
 - Working with a wide range of businesses and schools, Helen is well placed to help the City Corporation identify, build on and replicate good practice.
- E Helen's organisation is seen as an exemplar of education-business link activity. The issues of Tower Hamlets and the other areas Helen is starting to work in

provide an invaluable grounding for work in other parts of the capital, particularly those in which the City Corporation's academies are located.

Economic Development Office, January 2015.