

S49. MANAGING TALENT AND PROMOTING LEADERSHIP IN SCHOOLS

The committee considered a report by the Joint Acting Director of Education Services which provided an update on issues relating to the recruitment process, appointment of senior managers in schools and Education Services' strategy for ensuring that schools are led and managed effectively. Anne Pearson provided an overview of the report.

The committee asked about the level of interest in and number of applicants for school management posts. Anne Pearson stated that the issue of low numbers of suitable candidates for head teacher posts was a national one.

Members discussed issues of supply for school leadership posts and that teachers who accepted early retirement from the Council are unable to take up these vacancies. They noted that it would be for members make policy changes. Nigel Fletcher stated that the difficulty of supply was a national issue. The service was dedicated to ensuring that the best teachers were in front of classes in Falkirk and that this was a major driver in increased levels of attainment. The committee requested that information be provided on the impact of preventing former teachers who took early retirement from the Council providing supply. Nigel Fletcher advised that a report would be provided to a future meeting.

The committee discussed that Falkirk had been held up nationally for the use of assessment centres. Nigel Fletcher stated that the service wanted to ensure that any candidate selected for final interview was capable of filling the post successfully.

Decision

The committee continued consideration of whether the subject matter of the report is suitable for inclusion in the Council's scrutiny plan to the next meeting to allow consideration of all the reports requested on 14 August 2014.