



Hackney Schools Group Board – Board Members Nomination

CABINET MEETING DATE (2019/20) 16 October 2019	CLASSIFICATION: Open
WARD(S) AFFECTED	
Cabinet Member Deputy Mayor Bramble Cabinet member for education, young people and children’s social care	
Group Director Anne Canning, Children, Adults & Community Health	

1. Deputy Mayor’s Introduction

1.1 We are committed to working hard to protect the values that have contributed to the success of our schools, and doing all we can to ensure we support our family of schools to access important services. We are also committed to continuing to campaign for fair funding and continue to oppose forced academisation.

1.2 The Hackney Schools Group (HSG) Board concept was developed in response to the views expressed by residents in the Schools for Everyone consultation and the changing educational landscape in England. The HSG Board proposal seeks to safeguard the local schools’ system from fragmentation and to make it sustainable for the years

ahead. It represents the next stage in the school improvement journey Hackney began almost two decades ago.

- 1.3 A significant number of the HSG Board members are Hackney residents. They will act in an advisory role, championing educational excellence in the local school system and promoting improvement and high standards. Their role will also include the mental health and well-being of children and young people, as well as ensuring local democratic accountability: our schools will continue to serve their local communities.
- 1.4 Schools will play a key role in setting the direction for school improvement and performance in Hackney, taking collective responsibility for collaboration and sharing of policy, as well as contributing to capacity building through the development of new education strategies and pedagogic practice. Three experienced, successful headteachers, from the Early Years, primary and secondary phases are recommended for appointment to the HSG Board. Two chairs of governing bodies are also recommended, to provide their valuable perspective.
- 1.5 The HSG Board is the practical realisation of the extensive research into what makes good schools systems better. The Board will help to deliver the Mayor's Manifesto commitments for school improvement, promoting research-based innovation and the sharing of excellent practice across the local system. By working together we can ensure fair access, and equal opportunity for all children and young people, continue to raise attainment and improve wellbeing outcomes, including the physical, mental & emotional health for children and young people and promote the life chances of all Hackney residents.
- 1.6 I commend these appointments to Cabinet.

2. Background

- 2.1 At their meeting on 29 April 2019, Cabinet approved the establishment of the Hackney Schools Group Board. Working together with the Cabinet Member for Education, Young People and Children's Social Care and the Director of Education and Council, the HSG Board will provide leadership and accountability for the Hackney schools system in line with the Council's Corporate Plan, Mayor's Priorities, as well as the Mayor's manifesto.
- 2.2 The Hackney Schools Group Board will act in an advisory role, championing educational excellence in the local school system through: promoting improvement and high standards, underpinning fair access and inclusion for all young people, and ensuring the equal promotion of wellbeing and good mental health in the school system.

- 2.3 As the practical manifestation of the Borough's school system leadership, the HSG Board (and its panels) will give school leaders a voice at the highest level in how pedagogy, curriculum, professional development, and staff and pupil wellbeing, change and develop in the future.
- 2.4 In September, the Cabinet approved the appointment of Eleanor Schooling to chair the HSG Board, securing the right leadership to ensure it is a source of independent external expertise.
- 2.5 The Cabinet is now asked to approve the appointment of members of the HSG Board for the following positions:
- 3 Headteachers (from Hackney schools or settings)
 - 2 Chairs of Governors (from Hackney schools or settings)
 - 4 Independent board members
- 2.6 In addition, the Cabinet Lead Member with responsibility for Education will sit on the Board as an *ex-officio* member. The Mayor of Hackney can appoint a second Councillor. The Director of Education (Head of Hackney Learning Trust) and the Group Director for Children, Adults and Community Health will be executive members.
- 2.7 A nomination committee, comprising the Group Director for Children, Adults & Community Health, the Director of Education and the Chair of the HSG Board, interviewed a number of applicants for the positions over the period July - September 2019
- 2.8 The nomination committee's recommendation to the Cabinet is that the following will be members of the Hackney Schools Group Board.

Elected members	Position
<i>Cllr Anntoinette Bramble</i>	Deputy Mayor and Cabinet Member for Education, Young People and Children's Social Care
<i>Cllr Christopher Kennedy</i>	Cabinet Member for Families, Early Years and Play
Headteachers	School
<i>Ben Hassan</i>	Head of Wentworth Nursery
<i>Louise Nichols</i>	Head of the Kingsmead/Mandeville/Gayhurst Federation
<i>Justine MacDonald</i>	Head of Our Lady's Convent High School
Chairs of Governors	School
<i>Kristoffer McGee</i>	Princess May
<i>Marisa Childs</i>	Lauriston/Daubeny/Sebright and a parent of an SEND child.

Independent Board members	Position
<i>Jermain Jackman</i>	Chair of Young Futures Commission
<i>Chris Jones</i>	Senior national OFSTED strategy lead who provides a national policy perspective.
<i>Andrea Powell</i>	Ernst & Young, a local parent and has worked on gender and routes into work.
<i>Debra Robinson</i>	Assistant Head Teacher of Mossbourne, also involved in the Young Black Men project.
Executive Directors	Position
<i>Anne Canning</i>	Group Director for Children, Adults & Community Health,
<i>Annie Gammon,</i>	Director of Education and Head of HLT

- 2.9 It is expected that HSG Board members will chair any panels that are established as committees of the HSG Board. The membership of these Panels will draw on the broad range of educational and professional expertise in the Borough, including – where appropriate - school leaders, curriculum leads, trade union members, parents and governors.

3. Recommendations

- 3.1 **That Cabinet notes the appointment of:**

**Cllr Anntoinette Bramble,
Anne Canning, and
Annie Gammon**

To serve as ex-officio members of the Hackney Schools Board from 13 November 2019, In line with the HSG Board's terms of reference.

- 3.2 **That Cabinet notes the recommendation from the Deputy Mayor and nomination committee, and approves the appointment of:**

**Cllr Christopher Kennedy,
Ben Hassan,
Louise Nichols,
Justine MacDonald,
Kristoffer McGee,
Marisa Childs,
Jermain Jackman,
Chris Jones,
Andrea Powell, and
Debra Robinson.**

To serve as members of the Hackney Schools Board for a term of three years commencing on 13 November 2019.

4. Reasons for the recommendations

- 4.1 The Board will guide and steer local improvement in the following ways:
- (i) Through its focus on pedagogic practice, professional development, enquiry and research, and its ability to engender peer to peer collaboration across the schools system, and
 - (ii) The Board's unique role and position in relation to the Council's education service and the existing school networks provides the means through which it can steer improvement and promote participation.
- 4.2 Conceived as a 'think tank', the Board's membership should contribute cumulative intellectual influence and impact to school leadership, classroom practice and professional development. In addition, the Board should promote a sense of collegiate endeavour and professional pride across the system.
- 4.3 The nominees each provide diverse perspectives in the field of teaching, research and creativity in learning and a strong commitment to child welfare.
- 4.4 Together, their collective experience, and the insight they bring to the HSG Board will ensure that educational professionalism, intellectual curiosity and desire to explore new approaches to teaching, learning and pupil welfare is the predominant driver in the Hackney school system.

5. Responsibilities of the HSG Board members

- 5.1 The membership of the Hackney Schools Group Board will comprise the widest possible expertise and professional competence across a range of different areas, including school leadership and improvement, policy making, academic research and business.
- 5.2 The members of the Board of the HSG will have key responsibilities in the following areas:
- (i) Strategic leadership - Contributing to the setting of a clear strategic approach for the Hackney Schools Group Board,
 - (ii) Overseeing System Performance and Development - Supporting and guiding the Board in the assessment of performance and attainment of the Hackney local schools' system, and
 - (iii) Advocating on Behalf of the Hackney Schools Group Board - Taking a lead role in championing excellence in the local school system,

promoting improvement and high standards, and ensuring fair access for all young people.

- 5.3 Members will serve an initial three-year term, with a possible extension to this term of office for a further three-years.
- 5.4 Once appointed, members of the Board will act in the best interests of the Hackney Schools Group Board as a whole. They will not represent any particular interest, nor will they align themselves with any constituency, voting group or other stakeholder.
- 5.5 The HSG Board members will attend 4 Board meetings a year. Those chairing a Board Panel will also attend these meetings. They should also be able to commit additional time in exceptional circumstances.
- 5.6 The position of member of the HSG Board will not be remunerated. Reasonable expenses will, however, be reimbursed for work undertaken on behalf of the Board.

6. Comments of The Group Director, Children, Adults & Community Health

- 6.1 Members of the Hackney Schools Group Board will need to be committed to contributing their experience, energy, and knowledge to the leadership of an exceptional, ambitious local education system.
- 6.2 In their interviews, the applicants had to demonstrate their experience across a range of areas: proven strategic leadership; effective corporate governance; success in overseeing system performance and development; and advocating improvement and high standards.
- 6.3 The quality of all of the applicants was high. The headteachers, chairs of governing bodies and independent experts who we are recommending demonstrate the necessary combination of experience and passion about raising achievement and ensuring every child makes the best possible start in life, regardless of their background, physical or material circumstances.

7. Comments Of The Group Director, Finance And Corporate Resources

- 7.1 This report recommends that Cabinet notes the recommendation from the nomination committee, and approves the appointment of Members of the Hackney Schools Group Board, either as ex-officio members or for a term of three- years commencing on 13 November 2019. These position are not remunerated. Reasonable expense will be met from existing HLT budgets.

8. Comments of The Director, Legal And Governance

- 8.1 The Terms of Reference for the Hackney Schools Group Board approved by Cabinet on the 29 April 2019 provided for the nomination committee to recommend to the HSG Board a candidate for appointment to fill a place and an appointment will be agreed or rejected by the HSG Board members and Hackney Cabinet.
- 8.2 The LA has a statutory duty under Section 13(1)(a) of the Education Act 1996 to ensure that their relevant education functions and their relevant training functions are (so far as they are capable of being so exercised) exercised by the authority with a view to—
- (a) promoting high standards,
 (b) ensuring fair access to opportunity for education and training, and
 (c) promoting the fulfilment of learning potential by every person to whom this subsection applies.
- (2) subsection (1) applies to the following—
 (a) persons under the age of 20;
 (b) persons aged 20 or over and for whom an EHC plan is maintained”
- 8.3 To support the Mayor’s priorities, Hackney Council will be discharging its function by setting up the Hackney Schools Group Board, which will be advisory in nature and will include the Director of Education sitting on the board as an executive member who will be accountable to the Group Director for Children’s, Adults and Community Health and the Lead Member for Education, Young People and Children’s Social Care. The Director of Education has responsibility for this duty in accordance with CACH 114 of the Children, Adults and Community Health scheme of delegation.
- 8.4 They are no further legal implications arising from this report.

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