

EAST RENFREWSHIRE COUNCIL13 SEPTEMBER 2023Report by Director of Business Operations and PartnershipsCHANGES TO ORGANISATIONAL STRUCTURE - EDUCATION**PURPOSE OF REPORT**

1. The purpose of this report is to seek Council approval for a proposed restructure of Head of Service remits within the Education Department.

**RECOMMENDATIONS**

2. The Council is asked to:

- a) Approve the changes to the Head of Service remits within the management structure in the Education Department;
- b) Delegate to the Head of HR and Corporate Services in consultation with the Director of Education to make the necessary arrangements.

**BACKGROUND**

3. There are many changes taking place both internal and external to the Council and it is important that senior management structures are continuously reviewed to ensure services are delivered in the most efficient and effective manner.

4. In October 2020 Council approved the current remits for the Heads of Service within the Education Department management structure.

**REPORT**

5. There are currently three Heads of Service in the Education Department and the current structure is shown in Appendix 1a:

- Head of Education Services (Equality and Equity)
- Head of Education Services (Performance and Provision)
- Head of Education Services (Quality Improvement).

6. Since the last restructure, in order to better reflect local and national priorities there is a need to consider how we maximise the capacity of the Education Department to continue to deliver the vision of '*Everyone Attaining, Everyone Achieving through Excellent Experiences*' and meet the challenges associated with our Vision for the Future ambitions.

7. As part of the Scottish Attainment Challenge East Renfrewshire has been provided additional resources through Strategic Equity Funding for the period 2022-23 to 2025-26. In addition, during the academic year 2022-23 the Education Department undertook a statutory consultation around Gaelic Medium Education, started planning for the handover of PFI/PPP

schools to the Council and submitted a bid to the Scottish Government for new schools as part of the Learning Estate Investment Programme. During this period the Education Department had to make temporary changes to the remits of the Heads of Service to support this workload.

8. It is proposed to formally make changes to the portfolio of services that two of the Head of Service lead on. No change is proposed to the remit of the Head of Education Services (Equality and Equity). The purpose of this change is:

- To better align performance with planning, reporting and quality improvement thereby strengthening the support for the Council priorities linked to improving outcomes for all children and young people and closing the equity gap;
- To concentrate leadership resource on the challenges and strategic priorities associated with ensuring sufficiency of early years and schools places, particularly in the context of Local Development Plan 3.

9. It is proposed that the Head of Service remits are changed to:

- Head of Education Services (Equality and Equity)
- Head of Education Services (Provision)
- Head of Education Services (Performance and Quality Improvement).

The proposed structure is shown in Appendix 1b.

## **FINANCE AND EFFICIENCY**

10. There are no additional financial implications as no new posts are being added into the structure.

## **CONSULTATION AND PARTNERSHIP WORKING**

11. Consultation in relation to these proposals has been undertaken with affected employees and the Trade Unions have been made aware of the changes.

## **IMPLICATIONS OF THE PROPOSALS**

12. There are no IT, sustainability, equalities or other implications associated with this report.

## **CONCLUSIONS**

13. The proposals contained within this report allow changes to the senior management teams which will ensure ongoing focus on service delivery and support the Education Department to continue to deliver highest quality education for all children and young people.

## **RECOMMENDATIONS**

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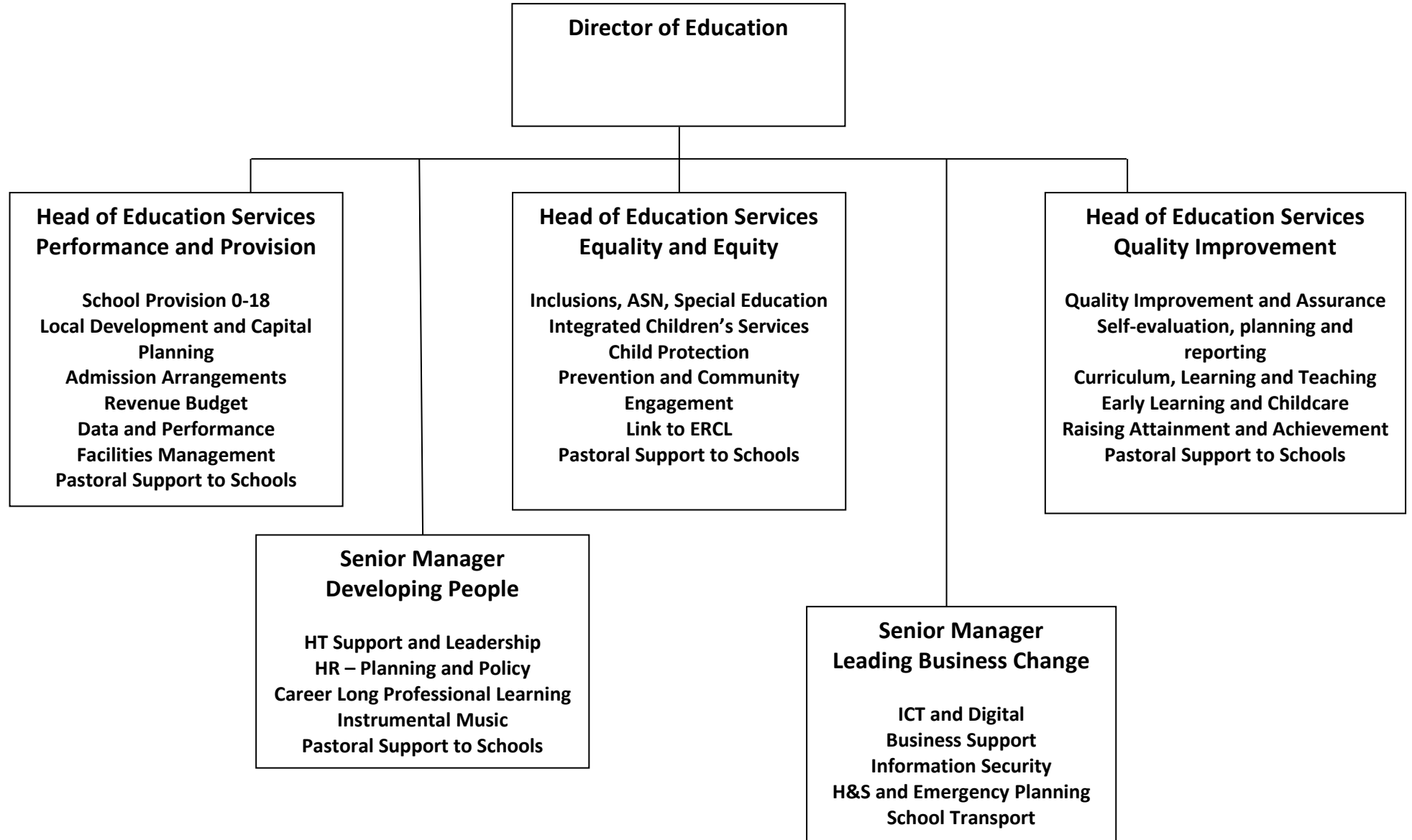
REPORT AUTHOR: Sharon Dick, Head of HR and Corporate Services, 07741 235242

CONVENER: Councillor Owen O'Donnell, Leader

September 2023

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**Education Department Management Structure  
Current Structure**



**Education Department Management Structure  
Proposed Structure**

