

John Fyffe
Executive Director of Education
Perth & Kinross Council
Chief Executive's Service
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Perth, PH1 5PH

Karl Wright
Chairperson
Breadalbane Academy Parent Council
C/O Breadalbane Academy
Crieff Road
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11 March 2015

Dear Mr Fyffe,

Several parents have contacted me to ask why, during the recent selection process, Breadalbane Academy Parent Council was not involved in drawing up the job specification for the role of Head Teacher and Campus leader. They believed that the parent council should have been involved.

I've checked the following documents:

- *The Parental Involvement in Headteacher and Deputy Headteacher Appointments (Scotland) Regulations 2007* (see, in particular, regulation 4).
- *Perth and Kinross Council Joint Negotiating Committee for Teaching Staff Local Agreement — Revised Headteacher Appointment Process* (see in particular appendices one and two).

The guidance in both appears to be clear — in order to comply with the *Scottish Schools (Parental Involvement) Act 2006*, Perth and Kinross Council (PKC) must involve parent councils in drawing up the job specification for headteachers and depute headteachers.

As part of the briefing for the current selection process, we were told that, at least until now, it has been normal practice in PKC for parent councils to be involved in senior school appointments only at the interview stage. But the relevant legislation allows for parent councils to be involved much earlier—in drawing up the job spec.

As a matter of principle, Breadalbane Academy Parent Council wishes always to be involved in any appointment process, and any other process relevant to the proper functions of the parent council, at the earliest point and to the maximum extent envisaged by the relevant legislation.

We asked Councillor Ian Campbell to investigate this matter on our behalf. On Wednesday 25 February 2015 he emailed me to say that he had been in touch with you, and that you had agreed to change the council's appointment procedures in order to comply with this

aspect of the legislation, and that you would shortly be contacting the chairs of parent councils throughout Perth and Kinross to inform them of this change.

Please can you reply to this letter to confirm the following?

1. From now on, parent councils will be involved in, or at least given the opportunity to be involved in, drawing up the job specifications for headteacher and depute headteacher posts, before those posts are advertised.
2. That you intend to make all parent councils in Perth and Kinross, including Breadalbane Academy Parent Council, aware of their right to be involved in drawing up the job specifications for these posts.
3. That there will be no further change in the policy of involving parent councils at the job-specification stage of the selection process, without parent councils first being informed of the council's intention to make such a change.

Please could you also tell us approximately when you intend to communicate with parent councils about point 2, above?

I look forward to hearing from you at your earliest convenience.

Best regards

Karl Wright
Chairperson
Breadalbane Academy Parent Council

Cc: Councillor Barbara Vaughan
Councillor Ian Campbell
Jason O'Flynn, National Parents Forum