

**REPLY BY THE PRESIDENT POLICY & RESOURCES COMMITTEE
TO QUESTIONS ASKED PURSUANT TO RULE 14 OF THE
RULES OF PROCEDURE BY DEPUTY CARL MEERVELD**

Question 1

Have P&R assumed control of senior recruitment processes from the Committee *for* Education Sport Culture (CfESC)?

Answer

No.

Question 2

If P&R have assumed control of senior recruitment processes from the CfESC, what is their justification for doing so?

Answer

In view of the answer to question 1, this question is not relevant.

Question 3

If P&R have not assumed control of senior recruitment processes on behalf of CfESC, why are P&R making announcements regarding senior recruitment issues on behalf of the CfESC?

Answer

Unlike many other senior roles within ESC, the role of Director of Education is a statutory appointment within the Education (Guernsey) Law, 1970, which sets out that the Policy & Resources Committee is the appointing body, working in full consultation with the Committee *for* Education Sport & Culture.

Question 4

How many people were on the selection panel for this appointment, what capacities were they acting in, which Committee's did they represent and will the same format be used when recruiting the next Director of Education?

Answer

There were 6 people on the Director of Education interview Panel:

- Political representation from the CfESC
- Internal Educational Adviser
- External Educational Adviser
- Senior Leadership team Representation
- HR Business Partner

The process consisted of the following stages:

- Written applications submitted
- Invitation to attend selection event
- Selection event held
- interviews
- Report by the Interview Panel to the CfESC (the interview Panel were tasked with conducting the interviews, and reporting back to the CfESC on the outcome of the interviews and the performance of Candidates)
- The CfESC submit their recommendation to P&R.
- P&R to consider appointment based on recommendation from CfESC.

The Policy & Resources Committee has not yet considered the format for recruiting the current vacancy.

Question 5

How many people were on the original shortlisting for this position and was the person appointed the first choice/highest ranked by the selection panel?

Answer

5 candidates were shortlisted from advertising concurrently on and off island and all were invited for interview. Whilst it is not policy to discuss individual employment matters we can confirm a comprehensive briefing was provided on all candidates to the CfESC. After deliberation, the Committee agreed to recommend to P&R that the role of Director of Education be offered to Laurie Baker.

Date of Receipt of the Questions: 6 August 2019

Date of Reply: 21 August 2019