**His Majesty’s Chief Inspector – Information Pack**

**Secretary Of State for Education’s Foreword**

The Office for Standards in Education, Children’s Services and Skills (Ofsted) aims to improve lives by raising standards in education and children’s social care. All children and young people, regardless of their background, deserve a world-class education, and high-quality social care services, which will enable them to thrive in an increasingly complex and changing world. Every year Ofsted carries out thousands of inspections and regulatory visits, and works with providers to promote their improvement, evaluate their progress and share best practice. Ofsted is a valued source of advice and support for the Department for Education and an independent and trusted source of information for parents, students, employers and the community.

Ofsted is led by His Majesty’s Chief Inspector (HMCI), a high-profile role with a broad remit, covering early years, education and skills, and social care. HMCI has overall operational responsibility for the organisation and their powers and responsibilities derive directly from legislation. Ofsted must report annually to Parliament on the performance of those functions.

The Board determines the strategic priorities for the Chief Inspector in connection with the performance of their functions, as well as the strategic objectives and targets relating to such priorities. The Board must provide constructive support and challenge to HMCI in order to ensure that their functions are performed efficiently and effectively. Ofsted is a non-ministerial government department. It must set the inspection framework and carry out inspections in line with legislation and with regard to Government policy and has independence over the conduct of inspections and inspection judgements.

It is an important time to lead Ofsted, embedding the implementation of the relatively new education inspection framework and reflecting the changing context within which Ofsted operates, whilst maintaining and enhancing a strong organisational reputation for valid, reliable, objective and fair judgements. Key elements within that changing landscape include the focus on skills needs in further education, reforms in children’s social care, reforms to Initial Teacher Training and the priority given to evidence-based teacher professional development and the increasing importance of school trusts. Accommodating these key elements will mark a considerable period of organisational change for Ofsted.

We are looking for a Chief Inspector with significant experience in the school and trust sector, but who can command respect across all the sectors within Ofsted’s remit and lead Ofsted during this period of change. Experience of inspection or regulation is desirable.

Thank you for your interest in this role and for taking the time to read through this pack. If you have the skills and experiences we are seeking, I hope that you will apply.

For more information on Ofsted, visit [www.ofsted.gov.uk](http://www.ofsted.gov.uk).

**About the role of His Majesty’s Chief Inspector**

His Majesty’s Chief Inspector (HMCI) is appointed by His Majesty, for a term of up to five years.

HMCI holds the position of Accounting Officer for Ofsted and is responsible to Parliament for the effective delivery of Ofsted’s functions, and for the public funds which it administers.

HMCI is accountable to Parliament primarily through the Education Select Committee, which regularly takes evidence from HMCI.

HMCI can also be called to appear before the Public Accounts Committee, which scrutinises the value for money of public spending.

The statutory duties of HMCI are set out in the Education and Inspection Act 2006 and include informing the Secretary of State about issues within Ofsted’s remit. This includes the quality of activities provided to, and the standards achieved by, children in the services Ofsted regulates and inspects, the efficient and effective use of resources in carrying out those activities and information or advice relating to a particular setting.

**HMCI role profile**

HMCI is responsible for the leadership and management of Ofsted, and, as its Accounting Officer, is responsible to Parliament for the use of public funds.

HMCI is expected to maintain a strong working relationship with Ofsted’s Board and its Chair.

HMCI prepares and implements Ofsted’s strategy. The Board determines strategic priorities from Ofsted’s strategy and sets objectives and targets relating to those priorities.

HMCI is required to:

* drive Ofsted to be an ever more focused and effective inspectorate and regulator – one where the quality and credibility of inspection and regulatory activity continues to improve while maintaining value for money;
* provide outstanding leadership to Ofsted, maintaining an excellent reputation for reliable and fair judgements, managing change effectively, and demonstrating commitment to an inclusive workplace that values diversity and promotes equal opportunities for all;
* ensure that Ofsted appropriately considers safeguarding in schools, colleges and children’s services;
* provide advice to the Secretary of State for Education on the areas within Ofsted’s remit, and as requested by the Secretary of State;
* lead and inspire His Majesty’s Inspectors and Regulatory Inspectors across the country so that Ofsted builds and maintains a committed and high performing workforce of inspectors with deep expertise;
* promote high educational outcomes in an autonomous and increasingly trust-led school system, whilst making fair and rounded judgements;
* further improve the quality of Early Years provision and outcomes through an effective inspection and regulatory regime;
* ensure that Ofsted continues to drive quality in apprenticeships and the Further Education and Skills sector through effective inspection;
* ensure that Ofsted continues to raise standards in children’s social care through effective inspection, responsive to future reforms of the market;
* ensure Ofsted continues to drive high standards of teacher development through effective inspection of Initial Teacher Training, Early Career Framework and National Professional Qualification providers;
* ensure that Ofsted responds effectively and proportionately to societal challenges, such as the threat of extremism or child sexual exploitation;
* ensure that Ofsted demonstrates awareness of, and sensitivity to, challenges providers have to deal with, such as a public health emergency or the impact of inflation on their young people, families and budgets while maintaining a focus on high standards;
* respond proactively to the direction of government policy and strategy, such as social care reform, the agenda for skills transformation, reforms to Initial Teacher Training and priority given to evidence-based teacher professional development and the increasing importance of trusts;
* protect Ofsted’s reputation with parents, carers, pupils and students, professionals, and employers;
* build highly effective working relationships with:
	+ the Secretary of State for Education, Ministers and other Government departments;
	+ the Permanent Secretary and senior officials of the Department for Education (DfE);
* ensure Ofsted has good relationships with:
	+ schools and colleges, children’s services, and early years’ settings, professional and sector bodies, parents and others who draw on Ofsted reports;
	+ devolved funding bodies, such as mayoral combined authorities, and other bodies with an oversight and/or regulatory role in further education such as the Office for Students, the Institute for Apprenticeships and Technical Education, and the FE Commissioner; and
* represent Ofsted in public debate and maintain its reputation as a trusted, knowledgeable, and independent inspectorate and regulator, able to report independently on standards.

**Person Specification – ESSENTIAL CRITERIA**

**Who we are looking for**

We are looking for a Chief Inspector with strong experience in education, highly respected by the school and trust sector who can lead Ofsted through a period in which the organisation will face, even more than usual, the challenge of adapting to a changing education and care landscape.

Please note: Applicants will be assessed against the following criteria. If applicant numbers are excessive, preliminary sifting will be done using only the first two criteria.

**Person Specification**

**ESSENTIAL CRITERIA**

*Applicants must be able to evidence the following skills and experience:*

* Significant experience at a senior level in schools or trusts.
* Substantial organisational leadership skills and proven experience in leading and managing change in complex organisations.
* Strong communication and relationship skills in order to build partnerships across a system to raise standards.
* Excellent judgement under pressure and a high degree of personal integrity, including experience of taking difficult, independent, calls in a senior position with high profile.
* Understanding of, and ability to utilise, Ofsted’s role in using regulation and inspection to drive up standards and improve the lives of children and young people across England. Specifically, they will need to demonstrate the ability to take forward, build on and improve the Education Inspection Framework (EIF) but also be able to adapt to the changing education and care landscape, such as the increasing importance of Trusts and social care reform.
* Understanding of the current political landscape.
* Sound financial judgement and a clear understanding of value for money, in order to operate effectively as Accounting Officer, managing the Ofsted budget in a way which maximises benefit to the taxpayer.
* A sound understanding of, and commitment to, equal opportunities.

**DESIRABLE CRITERIA**

* Understanding of the direction of government policy and experience in at least one of the other areas within Ofsted’s inspection and regulatory remit e.g., Further Education, Early Years and Children’s Social Care.

**How to apply**

The closing date for applications is: Thursday 6th April 2023, at 10.00am.

Information on the timetable for this campaign, selection process, requisite security clearance, and the Assessment Panel can be found on the Centre for Public Appointments website [publicappointments.cabinetoffice.gov.uk](https://publicappointments.cabinetoffice.gov.uk/).

In order to apply you will need to create an account or sign in to the gov.uk website.

To create an account please follow the instructions in the following link: [Create an account – Apply for a public appointment – GOV.UK (apply-for-public-appointment.service.gov.uk)](https://apply-for-public-appointment.service.gov.uk/create-account)

If you already have an account, please sign in using the link provided: [Sign in – Apply for a public appointment – GOV.UK (apply-for-public-appointment.service.gov.uk)](https://apply-for-public-appointment.service.gov.uk/auth/sign-in)

Once you are logged into your account, click on 'apply for this role' and follow the on-screen instructions.

To apply, all candidates are required to provide:

* a Curriculum Vitae (CV)
* a supporting statement
* equality information
* information relating to any outside interests or reputational issues.

We will ask you to check and confirm your personal details to ensure your application is accurate.

You will also have the opportunity to make a reasonable adjustment request or apply under the disability confident scheme before you submit your application.

**Diversity and equality of opportunity**

The Department for Education is committed to making appointments on merit by fair and open process. Applications are particularly welcomed from people with disabilities, members of minority ethnic groups and women.

**Terms of appointment**

This appointment is based on a fixed term of five years, commencing 1 January 2024.

**Remuneration**

This post attracts a salary of £165k pa.

**Location**

This post is based at Ofsted’s office in London. The role requires frequent travel within the UK, including to Ofsted’s offices across the country, with occasional travel abroad.

**Pension**

This post is pensionable. Ofsted offers the Alpha (career average) scheme and the Partnership (defined contribution) scheme to new joiners to the Principal Civil Service Pension Scheme (PCSPS). If a person is re-joining the PCSPS, they may be eligible to re-join a previous pension scheme – this is dependent on if there was a break in service and how long this was for; the length of time before retirement age; and if there is any public service history. Further information can be found at: [www.civilservicepensionscheme.org.uk](http://www.civilservicepensionscheme.org.uk).

**Annual Leave Entitlement**

In line with the Department for Education’s terms and conditions, this post has an annual leave allowance of 25 days, rising one day per year to a maximum of 30 days, plus one day privilege leave.

**Other terms and conditions**

This is a Crown appointment, the role is that of a public appointee, and it will be subject to pre-appointment scrutiny by the Education Select Committee. The terms and conditions of the post will be determined by the Secretary of State for Education.

**Eligibility**

You cannot be considered for this role if:

* you are disqualified from acting as a company director  (under the Company Directors Disqualification Act 1986);
* have an unspent conviction on your criminal record;
* your estate has been sequestrated in Scotland or you enter into a debt arrangement programme under Part 1 of the Debt Arrangement and Attachment (Scotland) Act 2002 (asp 17) as the debtor or have, under Scots law, granted a trust deed for creditors;
* you are prohibited from teaching or from working with children;
* you have received a prison sentence or suspended sentence of three months or more in the last five years;
* you are subject to a bankruptcy restrictions order or interim order;
* in certain circumstances, those who have had an earlier term of appointment to another public body terminated;
* those disqualified under S128 of the Education and Skills Act 2008; and
* those who have been removed from trusteeship of a charity.

When you apply, you should declare if:

* you are, or have been, bankrupt or you have made an arrangement with a creditor at any point, including the dates of this.
* you are subject to a current police investigation.

You must inform the sponsor department if, during the application process, your circumstances change in respect of any of the above points.

When you apply you should also declare any relevant interests, highlighting any that you think may call into question your ability to properly discharge the responsibilities of the role you are applying for. You should also declare any other matters which may mean you may not be able to meet the requirements of the [Code of Conduct of Board Members](https://www.gov.uk/government/publications/code-of-conduct-for-board-members-of-public-bodies) (see Outside interests and reputational issues section below)

If you need further advice, please contact at publicappointments.applications@education.gov.uk.

**Conflicts of interest**

Applicants are required to declare any business interests, positions of authority or other connections with organisations that may be relevant to Ofsted. If you are invited for an interview, the selection panel will expect to discuss interests that may affect the independence or perceived independence required for this role.

**Political activity**

In accordance with the recommendations of the Committee on Standards in Public Life and the 'Governance Code on Public Appointments' (para9.2) candidates must declare any significant political activity in the past five years. This information will be used for monitoring purposes and the successful candidate’s information in this regard may be released into the public domain.

**Pre-appointment scrutiny**

This role is subject to pre-appointment scrutiny by the Education Select Committee.

Pre-appointment scrutiny is an important part of the appointment process for some of the most significant public appointments made by Ministers. It is designed to provide an added level of scrutiny to verify that the recruitment meets the principles set out in the Governance Code on Public Appointments.

The pre-appointment scrutiny aspect of the appointment has two parts.

First, information concerning the appointment and the Minister’s preferred candidate will be shared with the relevant select committee. As part of this process you will need to be content for your name and your CV to be shared with the Select Committee as the Government’s preferred candidate. You may also be required to complete a pre-appointment hearing questionnaire which could include, among other things:

* declarations of any relevant potential conflicts of interest,
* what you see as the priorities and key risks for the organisation,
* questions about how you would lead the board and work with stakeholders,
* your commitment to standards in public life and how you would handle being in the public eye.

Normally any information provided to the select committee by the Government or a candidate will be published.

Second, it is likely that the select committee will decide to call the Government’s preferred candidate to a public hearing before the select committee to answer questions relating to their suitability to the role. You would not be expected to have an in-depth technical knowledge of how the body works or an exact plan of what you would do in the role, however you will be expected to provide a credible representation of your understanding of the work of the body and what your role in its future would be.

The pre-appointment hearing for this role will likely be in the Autumn.

The Government is committed to making the public appointments as accessible as possible so that no one is deterred from applying. The Department will provide support to you to help you prepare for the hearing and the clerks to the select committee will also be available to discuss with you how the hearing will run. You will also be supported by the Department in working with the select committee should you require any adjustment to enable you to participate fully in the hearing process.

For more information about pre-appointment scrutiny, please see the ‘Cabinet Office Guidance: Pre-appointment scrutiny by House of Commons Select Committees’, [Cabinet-Office-Guidance-pre-appointment-scrutiny-of-public-appointments.pdf (publishing.service.gov.uk)](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/771845/Cabinet-Office-Guidance-pre-appointment-scrutiny-of-public-appointments.pdf).

The Liaison Committee also publishes guidelines to select committees for pre-appointment.

You may also find it helpful to review the Code of Conduct for board members of public bodies here: <https://www.gov.uk/government/publications/board-members-of-public-bodies-code-of-conduct> which sets out the expectations which the Government places on non-executive members of public bodies.

**Standards in public life**

Members are expected to demonstrate high standards of corporate and personal conduct and are required to adhere to the code of conduct for board members and demonstrate a sound understanding of and commitment to the principles of public life, both of which can be found here:

 [www.gov.uk/government/publications/code-of-conduct-for-board-members-of-public-bodies](http://www.gov.uk/government/publications/code-of-conduct-for-board-members-of-public-bodies)

[www.gov.uk/government/publications/the-7-principles-of-public-life](http://www.gov.uk/government/publications/the-7-principles-of-public-life)

**Principles of public life**

SELFLESSNESS

Holders of public office should act solely in terms of the public interest. They should not do so in order to gain financial or other benefits for themselves, their family or their friends.

INTEGRITY

 Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.

OBJECTIVITY

In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

ACCOUNTABILITY

Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

OPENNESS

Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

HONESTY

Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

LEADERSHIP

Holders of public office should promote and support these principles by leadership and example.

**How to complain**

Please contact the Department for Education’s Public Appointments team if you would like to make a complaint regarding your application at PublicAppointments.DFE@education.gov.uk. We will acknowledge your complaint upon receive and respond within 15 working days.

If you are not content with our response, please contact the Commissioner for Public Appointments at publicappointments@csc.gov.uk.

Further information on complaints can be found on the Commissioner for Public Appointment’s website: [publicappointmentscommissioner.independent.gov.uk.](https://publicappointmentscommissioner.independent.gov.uk/)

**Diversity**

**The Department is focused on equality of opportunity and is committed to ensuring that public appointments better represent the views of the communities which they serve. We particularly encourage applicants from underrepresented groups, those based outside London and the South East and applicants who have achieved success through non-traditional educational routes.**

The Department for Education has a strong culture of inclusion and diversity and it wants to encourage applications from people with a diverse range of backgrounds and educational routes. In 2018 we launched a five year strategy to create a department where everyone is able to bring their whole self to work and where honesty, challenge and innovation are encouraged and valued. We are recognised by leading diversity organisations for promoting diversity in the workplace.

We want to ensure any appointee to the Department’s arm’s length bodies is committed to promoting diversity, in its broadest possible sense. This will include embedding a commitment to the principles of levelling up and championing opportunity for all across the organisation, helping to ensure that the organisation is one which a genuinely diverse range of views can be expressed, without fear or favour.

**CHAMPIONING SOCIAL MOBILITY**

The Department champions social mobility in all of its policies and is committed to opening up opportunities for people from all backgrounds, all socio-economic classes and all regions of the UK. We are committed to embedding this principle into our recruitment and public appointments and expect all our leaders, including in arm’s length bodies, to take action to attract and retain staff from all backgrounds, while also supporting them to progress within their careers.

**DISABILITY CONFIDENT**

We are a member of the Government’s Disability Confident scheme and have achieved Disability Confident Leader status, signifying our role as champions of the scheme. We use the Disability Confident symbol, along with other like-minded employers, to show our commitment to good practice in employing people with a disability.

We ask that all applicants complete an anonymised Diversity

Monitoring Form used for gathering data only in order to

ensure departments are recruiting from the widest possible

pool. The information you provide is held by the

Public Appointments team and not shared with the selection panel.