

# Developing the Leaders of the Future: A Leadership Strategy for the Learning and Skills Sector

## Consultation Response Form

Launch date: **8 October 2003**

The closing date for this consultation is **16 January 2004**

Your comments must reach us by that date.

**Note when completing electronically** Use: **tab** key, **only** to access input boxes;  
**scroll** bar to navigate the form;  
**mouse** to access hyperlink.

The information you send to us may need to be passed to colleagues within the Department for Education and Skills and/or published in a summary of responses received in response to this consultation. We will assume that you are content for us to do this, and that if you are replying by e-mail, your consent overrides any confidentiality disclaimer that is generated by your organisation's IT system, unless you specifically include a request to the contrary in the main text of your submission to us.

The Department may, in accordance with the Code of Practice on Access to Government Information, make available on public request, individual consultation responses. This will extend to your comments unless you inform us that you wish them to remain confidential.

Please insert 'X' if you want us to keep your response confidential

Name

Organisation (if applicable)

Address

If your enquiry is related to the policy content of the consultation you can contact Carole Somerville at:

Telephone: **020 7925 5293**

Email: [leadership.team@dfes.gsi.gov.uk](mailto:leadership.team@dfes.gsi.gov.uk)

If you have a query relating to the consultation process you can contact:

Telephone: **01928 794888**

Fax: **01928 794311**

Email: [consultation.unit@dfes.gsi.gov.uk](mailto:consultation.unit@dfes.gsi.gov.uk)

Please insert 'X' in **one** of the following boxes that best describes you as a respondent.

Adult & community learning providers

6<sup>th</sup> Form colleges

FE Colleges

Work based learning providers

HE Institutions

Local Education Authorities

Other (please specify)

Please insert 'X' in **one** of the following boxes that best describes your position in the organisation

Principal/Head

Senior Manager

Middle Manager

Teacher

Governor

Clerk

Administrator

Other (please specify)

### Question 1

What are your views on the programmes to be offered in year one?

**Comments:**

### Question 2

What do you think is the 'right' blend of face to face learning activities and e-learning?

**Comments:**

**Question 3**

Is there sufficient focus on the leadership of teaching and learning?

**Yes**

**No**

**Not Sure**

**Comments:**

**Question 4**

Do you think accreditation of programmes should be optional for all programmes?

**Yes**

**No**

**Not Sure**

**Comments:**

### Question 5

Have we identified the most important areas for research activity to help us develop the most relevant and useful programmes?

Yes

No

Not Sure

**Comments:**

### Question 6

What are your views on the proposed fees and use of subsidies?

**Comments:**

**Question 7**

What else should the Centre be doing to promote diversity in the sector?

**Comments:**

**Question 8**

Is there anything else that you think the Centre should make an early priority?

**Comments:**

**Question 9**

What are the key features of the leadership development framework that would make it useful for you?

**Comments:**

**Question 10**

Do you think the role profiles (examples in Appendix Two) will be helpful to individuals in their career development as leaders?

**Yes**

**No**

**Not Sure**

**Comments:**

**Question 11**

Do you agree that succession planning is a critical issue that needs to be addressed?

**Agree**

**Disagree**

**Not Sure**

**Comments:**

**Question 12**

Are you aware of good practice in your own organisation to assist succession planning and talent management?

**Yes**

**No**

**Not Sure**

**Comments:**



**Question 13**

What support would you like at a national level to identify, manage and develop the potential leaders within your organisation and the sector?

**Comments:**

**Question 14**

Would you implement a coaching/mentoring programme for new and aspiring leaders?

**Yes**

**No**

**Not Sure**

**Comments:**

**Question 15**

Do you agree that developing a system for the coaching and mentoring of aspiring leaders will be a key step to helping emergent leaders?

**Agree**

**Disagree**

**Not Sure**

**Comments:**

**Question 16**

Do you think that the development of their skills and attributes will be critical to the success of coaches and mentors?

**Yes**

**No**

**Not Sure**

**Comments:**

**Question 17**

We welcome any further comments you may have on the consultation.

**Comments:**

Thank you for taking the time to let us have your views. We do not intend to acknowledge individual responses unless you tick the box below.

**Please acknowledge this reply**

Here at the Department for Education and Skills we carry out our research on many different topics and consultations. As your views are valuable to us, would it be alright if we were to contact you again from time to time either for research or to send through consultation documents?

**Yes**

**No**

### **Code of Practice on written consultation**

The following seven standards from the Cabinet Office Code of Practice on written consultation should be reproduced in all consultation documents. This is binding on Departments. Ministers' reasons for any departures should be explained.

All UK national public consultations are required to conform to the following standards:

1. Timing of consultation should be built into the planning process for a policy (including legislation) or service from the start, so that it has the best prospect of improving the proposals concerned, and so that sufficient time is left at each stage.
2. It should be clear who is being consulted, about what questions, in what timescale and for what purpose.
3. A consultation document should be as simple and concise as possible. It should include a summary, in two pages at most, of the main questions it seeks views on. It should make it as easy as possible for readers to respond, make contact or complain.
4. Documents should be made widely available, with the fullest use of electronic means (though not to the exclusion of others), and effectively drawn to the attention of all interested groups and individuals.
5. Sufficient time should be allowed for considered responses from all groups with an interest. Twelve weeks should be the standard minimum period for a consultation.
6. Responses should be carefully and open-mindedly analysed, and the results made widely available, with an account of the views expressed, and the reasons for decisions finally taken.
7. Departments should monitor and evaluate consultations, designating a consultation co-ordinator who will ensure the lessons are disseminated.

**Thank you for taking the time to respond to this consultation.**

Completed questionnaires and other responses, should be sent to the address shown below by **16 January 2004**.

Send by post to: **Carol Somerville, Leadership Team, Standards Unit, Department for Education and Skills, Area 1H, Sanctuary Buildings, Great Smith Street, London SW1P 3BT.**

Responses and comments can be sent via e-mail to: [leadership.team@dfes.gsi.gov.uk](mailto:leadership.team@dfes.gsi.gov.uk)