

Mrs Christine Quinn  
CEO and Executive Principal  
Ninestiles Academy Trust  
Hartfield Crescent  
Acocks Green  
Birmingham  
B27 7QG

17<sup>th</sup> May 2016

Dear Mrs Quinn,

I am writing on behalf of the Chartered Institute of Library and Information Professionals (CILIP) concerning a vacancy that is currently being advertised on your website for a Learning Resources Manager at Cockshut Hill School (<http://www.ninestilesacademytrust.org.uk/vacancies/>).

I note that the Role Description for the vacancy includes a 'desirable' criterion that the successful candidate should hold a professional qualification in Librarianship and Information Management from a CILIP-accredited learning provider. While it is good to see this acknowledgement of the importance of professional qualifications, we would normally expect this to be an 'essential' requirement for a Learning Resources Manager, based on the tasks set out in the Job Description.

By helping to develop information skills and a love of reading, school libraries and Learning Resource Centres support young people in their learning for life, for future work and for enjoyment. As you will be aware, learning continues to change; new initiatives, curriculum development and new technology continue to shape learning and it is crucial that information services within the school and wider community respond to that change in a positive and collaborative way. Employing professional information staff ensures that the whole school benefits from an effective and lively service that adapts to meet these changing needs.

As the chartered body for library and information professionals, CILIP works with our School Libraries Group to publish salary guidelines based on real current salary data. A full set of School Librarian Salary Guidelines is available at <http://www.cilip.org.uk/school-libraries-group/resources-toolbox>, and I am pleased to enclose a copy for your information. The relevant suggested salary levels for 'Library Management' roles in England are:

Job title	Qualifications	Equivalence	England & Wales	Inner London	Outer London	Fringe
Library Manager	NVQ 3 Library & Information Skills + Level 3 Academic Education (equiv. 2 A-levels) GCSE English A*-B and Maths A*-B	Higher Level Teaching Assistant or Unqualified Teacher	£15,976 to £25,267	£20,092 to £29,379	£18,977 to £28,272	£17,025 to £26,313

Librarian	Information & Library Studies Degree OR  Other Level 4 Qualification + Postgraduate Diploma or Masters in Information & Library Studies OR  Level 4 Qualification + CILIP Chartership	Teacher (Main Scale)	£22,023 to £32,187	£27,543 to £37,119	£25,623 to £35,823	£23,082 to £33,244
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CILIP recommends that school librarians have a status, salary and conditions of service on a par with senior colleagues with equivalent responsibilities within the school. I note that the vacancy is advertised as ‘non-teaching’ staff, whereas we would normally say that a school librarian or Learning Resources Manager is an integrated and essential part of teaching provision.

I note that the Learning Resources Manager is being advertised at an ‘actual’ salary of £13728 - £16067, which is below the lowest level set out in the Salary Guidelines. While I understand that as a leader you will be operating in a complex financial environment, I wanted to point out that under-investing in library and information skills is likely to have a negative long-term impact on the overall outcomes of the school.

Since the vacancy closes tomorrow, I note that it is too late to amend the advertised salary level and that you will have received applications on this basis. I felt it was important to share the above information with you to inform your team’s thinking during the remainder of the interview and recruitment process and also in case you should find yourself re-advertising the post.

Yours sincerely,



Nick Poole, Chief Executive