



# Headteacher Recruitment

27<sup>th</sup> June 2019



**Steve Barker**



**Linda Waghorn**

# Aims of today's session:

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In this session, we will explore:

- Initial steps for governing boards when they know they have a vacancy
- Appointing a recruitment panel
- Effective planning and completing the recruitment process

# The national context:

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- major challenges in the recruitment of Headteachers,
- the growth of MATs may have impacted supply
- multiple advertisements cost ££££££
- added difficulties for small schools and schools of religious character

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# When do you start thinking about your next school leader?



# Poll #1

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Has your governing board had a discussion about when your headteacher is likely to resign?

# *‘Please accept my resignation’*

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A vacancy presents the opportunity to review your school’s future leadership arrangements and structures. Options to discuss include:

- Like-for-like replacement
- Executive Leader
- Head of School
- Federation
- Multi-Academy Trust

# DfE Guidance

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- For academies and maintained schools
- Emphasis on statutory compliance
- Good practice advice



# Resignation dates

Start Date	Resignation Date Serving Headteacher	Resignation Date Serving Deputy Head
<b>Autumn Term</b> (September)	<b>30<sup>th</sup> April</b>	<b>31<sup>st</sup> May</b>
<b>Spring Term</b> (January)	<b>30<sup>th</sup> September</b>	<b>31<sup>st</sup> October</b>
<b>Summer Term</b> (April)	<b>31<sup>st</sup> January</b>	<b>28<sup>th</sup> February</b>

# Considerations in all contexts

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- Ensure safer recruitment practices are followed
- Is there a succession planning protocol/document in place?
- Who needs to be consulted? (e.g. Local Authority, Diocese, Trust Board)
- Who provides personnel advice & how will they be involved in the process?
- Induction and CPD for first two years of headship

# In maintained schools:

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The governing body must:

- notify the Local Authority,
- appoint a selection panel,
- review the Individual School Range (ISR),
- advertise the vacancy,
- seek professional advice on the appointment –  
Local Authority, HR advice and Diocese  
(where applicable)

# Poll #2

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**Who decides the membership  
of the panel?**



# An effective process

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- Candidate pack
- A clear vision to recruit to
- A job profile referencing Headteacher Standards
- A clear and transparent shortlisting process
- Well-planned recruitment day(s)
- Professional feedback
- Full Governing Body ratification
- An offer!

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