

#### **Headteacher Recruitment**

27th June 2019





#### **Steve Barker**

#### Linda Waghorn

#### Aims of today's session:

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

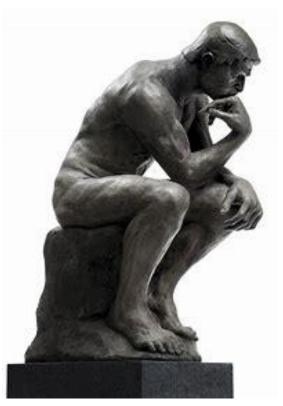


#### The national context:

- 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



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





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



#### 'Please accept my resignation'

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**



#### Recruiting a headteacher

A guide to the recruitment and selection of headteachers and other leadership roles

December 2017

- 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
Autumn Term (September)	30 <sup>th</sup> April	31 <sup>st</sup> May
<b>Spring Term</b> (January)	30 <sup>th</sup> September	31 <sup>st</sup> October
<b>Summer Term</b> (April)	31 <sup>st</sup> January	28 <sup>th</sup> February



#### **Considerations in all contexts**

- 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:

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)





## Who decides the membership of the panel?





### An effective process

- 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!



#### **Safer Recruitment**



FOR SCHOOLS

#### **Any questions**





## What you need to know, when you need to know it



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