

Recruitment of Senior Leaders


Chairs and Vice-Chairs

May 2022

Some facts and figures from the last 2 terms:

Role	Outcome
Headteacher	9 vacancies 7 successfully filled 2 moving to second round
Head of School	5 vacancies 3 successfully filled 2 moving to second round
Deputy Heads	5 vacancies 3 successfully filled 2 currently in process
Executive Head Model	3 interim EHT positions needed over the year All have been filled

After all, appointing the right senior leader
(be it executive head, head, head of school,
deputy...)



IT IS THE MOST
IMPORTANT THING
YOU CAN DO AS A
GOVERNOR

A big thank you...

- ▶ Thank you to all governing body panels who have been involved in appointments – it is very hard work
- ▶ Thank you to those governors who've lent their head
- ▶ Thank you to governors for being open-minded and creative – shifting landscape



Your LNI team are there to help you with this very important job

**Recruiting a New Headteacher
for Your School**

**A Toolkit for Governing Bodies
DRAFT**

September 2021

Education and Skills



- Once you tell us you have a vacancy for headship, we send you a toolkit
- If you are a maintained school, we expect to help you with: shortlisting, advising on the recruitment day, coming to the interviews/activities
- Our role is to say whether we think someone is ‘appointable’
- We like to be of help to academies and free schools too – many of you use us

If you think you might need more help:

'A guide to selecting and recruiting a new headteacher', developed jointly with the NGA, which is available on the NCTL website:

<https://www.gov.uk/government/publications/a-guide-to-recruiting-and-selecting-a-new-headteacher>

You might want to use BPSI hours to offer extra support (Bronwen Tumani has offered support to governing bodies)

Plea for help...

- ▶ As your LNI is expected to be part of the process: please consult them for a date **well in advance**
- ▶ We will do our best to work round you, but we can't come at very short notice
- ▶ If we can't come, we will find an alternative LA rep
- ▶ However, they may not know you or your school as well as the LNI!
- ▶ Neil/Charles Rice/Jane Morris are always happy to support secondary colleagues

Thank you!