



Headteacher Recruitment and Training & Support for New Headteachers

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Foreword from Tim Reid, Diocesan Director of Education

I am delighted to introduce you to our packages designed to support schools with Headteacher recruitment and subsequent training and support for new Headteachers. These packages have been created to ensure that Governing Boards receive the support they need to successfully recruit new school leadership and new Headteachers have the training and support needed to ensure smooth transition in to church school headship.

Varying levels of support are included within our Headteacher Recruitment packages, with our core service (Package A) accessible at no cost to all schools.

All new headteachers will benefit greatly from accessing our New to Church School Headship package and we encourage all Governing Boards to provide this as part of their new headteacher's initial professional development. We also highly recommend that all church schools have some form of school effectiveness support. The Diocesan Education Team offers school effectiveness support through our specific School Effectiveness Support Service Level Agreement (SLA). Members of the Diocesan Education Team will be allocated to your school to support with all packages.

New leaders, governors and wider staff can access further training and support on the specific aspects of leading and working in a church school through our separate Training & Support SLA.

If you have any further questions, or would like to discuss the content of packages further, please contact the Education team by telephone on 01905 732825, or by email on education@cofe-worcester.org.uk, and they will be delighted to discuss your requirements in greater detail.



Tim Reid
Diocesan Director of Education

Headteacher Recruitment

Package A: Free to all church schools

Package A includes the following support:

- attendance of a member of the Diocesan Education Team to a two-hour pre-advertisement meeting to discuss:
 - the appointment timeline
 - pay-scale
 - creating an advert
 - developing relevant job description and person specification
- furnishing the Governing Body with the relevant generic documentation with which they can run the full recruitment process, including:
 - sample school information packs
 - shortlisting procedures
 - sample interview questions and tasks
- attendance of a member of the Diocesan Education Team to a **one-day** interview process.

Headteacher Recruitment

Package B: £300

Package B encompasses Package A in addition to the following support:

- attendance of a member of the Diocesan Education Team to a shortlisting meeting, to include:
 - bespoke shortlisting matrix based on person specification
- timetabling of the recruitment process day(s) including all tasks and interviews
- bespoke / additional questions and tasks for use on the interview day(s).

Headteacher Recruitment

Package C: £450

Package C is formed from both Packages A and B, also including attendance of a member of the Diocesan Education Team for a **two-day** interview process.



Training & Support for New Headteachers

New to Church School Headship: **£550**

This package has been designed with those new to church school headship in mind and includes the following support:

- one-to-one session on the Statutory Inspection in Anglican and Methodist Schools (SIAMS) framework and agenda to include:
 - An overview of the Seven Strands of SIAMS:
 - Strand 1: vision and leadership
 - Strand 2: wisdom, knowledge and skills
 - Strand 3: character education: hope, aspiration and courageous advocacy
 - Strand 4: community and living well together
 - Strand 5: dignity and respect
 - Strand 6: the impact of collective worship
 - Strand 7: the effectiveness of religious education
 - A discussion around self-evaluation in relation to the SIAMS framework.
- one-to-one session on developing a clear Christian vision to discuss:
 - how the school's Christian vision underpins its values, strategic plans, policies, curriculum, relationships, spirituality, moral and character development (including courageous advocacy) and charity partnerships
 - how collective worship plays a critical role in embedding and celebrating Christian vision.
- whole school teaching and learning review as a baseline for school improvement priorities to include:
 - a learning walk, visiting all classes to observe the teaching and learning in core subjects
 - work scrutiny of English and Mathematics books and Early Years Foundation Stage (EYFS) learning journals where applicable
 - discussions with middle leaders / core subject leaders
 - discussions and feedback with senior leaders and governors
 - a written report outlining the current strengths of the school and areas for development.

School Effectiveness Support SLA: **Various costs**

We highly recommend that all church schools have some school effectiveness support and this can be accessed through our School Effectiveness Support Service Level Agreement (SLA) which offers the following:

Package 1 Headteacher Performance Appraisal Half Day Review of School Priorities 6 Days of School Effectiveness Support	£3,100
Package 2 Half Day Review of School Priorities 6 Days of School Effectiveness Support	£2,700
Package 3 Headteacher Performance Appraisal Half Day Review of School Priorities 3 Days of School Effectiveness Support	£1,900
Package 4 Half Day Review of School Priorities 3 Days of School Effectiveness Support	£1,500

Core Service 1: Headteacher Performance Appraisal	£400
Core Service 2: Whole Day School Review	£450
Core Service 3: Full Day of School Effectiveness Support	£450
Core Service 4: Half Day of School Effectiveness Support	£275



Headteacher Recruitment and Training & Support for New Headteachers Agreement Form

Please complete your booking form and return it by email to education@cofe-worcester.org.uk.

An invoice will be raised on receipt of your form; VAT will be charged at the standard rate.

School name	
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Package	Cost	Please tick
Headteacher Recruitment: Package A	FREE	<input type="checkbox"/>
Headteacher Recruitment: Package B	£300	<input type="checkbox"/>
Headteacher Recruitment: Package C	£450	<input type="checkbox"/>
Training & Support for New Headteachers: New to Church School Headship	£550	<input type="checkbox"/>
Total		<input type="checkbox"/>

Please refer to the separate School Effectiveness Support SLA to book school effectiveness support.

Headteacher _____ **Chair of Governors** _____

Signed _____ **Signed** _____

Date _____ **Date** _____

