

## National Governors' Association

### **RECRUITING HEADTEACHERS AND SENIOR LEADERS**

Many schools are already experiencing difficulties in recruiting headteachers, having to re-advertise because of a shortage of suitable candidates. The problem is going to escalate over the next few years and governors need to address the issue and possibly change their preconceptions of headship.

NCSL has developed a major national initiative to address this and NGA is working in collaboration with NCSL to support governors. The first phase of the initiative is a new guidance document on recruiting headteachers.

#### **Recruiting headteachers and senior leaders – seven steps to success**

The National College for School Leadership (NCSL) published this excellent new guidance document in October. This is the outcome of a two year project which looked in detail at the issues involved in recruitment and appointment in schools. Chairs of governors were surveyed as part of the wide ranging research that underpins the guidance. NGA and National Coordinators of Governor Services supported the development of the guide, along with other stakeholders.

Recruiting a new headteacher is arguably the most important decision a governing body can make. Governors are identified as a key target audience for the guidance.

The 31 page document takes the reader through seven stages of the recruitment process including successful preparation, defining the ideal candidate and how to get the right people to apply. Having guided you through selecting and appointing your chosen candidate, the guidance helps you provide induction, and finally evaluate and learn from the experience.

Governors' responsibilities are defined throughout.

Each stage of the process is clearly laid out with key points to consider, check lists for action, and frequently asked questions.

NGA recommends that you read this guidance even if you are not immediately about to recruit a new headteacher. It is important to have a long term succession plan in place and for governing bodies to develop a good understanding of the recruitment and appointment process.

The document is available as a free download at [www.ncsl.org.uk/recruitingleaders](http://www.ncsl.org.uk/recruitingleaders).

If you prefer a hard copy these are available from NGA priced £7.50. Send a cheque payable to National Governors' Association to NGA, 29 Smallbrook Queensway, Birmingham, B5 4HG, clearly stating your name and full postal address **with postcode**. Please also include a contact email address or telephone number. Or telephone the office on 0121 643 5787 to pay by credit card.

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