



# St Peter & St Paul

CofE Primary School

## Leadership Development and Succession Planning Policy 2020-24

(This policy has been drafted having regard for the school's Christian ethos.)

	Date	Signed
Agreed by Staff:	July 2020	Mr Steve Ginn Head Teacher
Agreed by Governors:	July 2020	Mrs N Ford Chair of Governors
Lead:	Strategic Leadership Committee	
Review date:	July 2024	

### Our School Mission Statement

We see it as our mission to grow the whole child - intellectually, emotionally, physically, socially and spiritually. To provide them, within a Christian environment, with every learning opportunity possible and to empower them to be the leaders of tomorrow.

# Leadership Development and Succession Planning Policy

## Rationale:

Our governing body is committed to developing the school workforce in ways which:

- distribute leadership throughout the school,
- utilise the strengths of individual staff and enable them to contribute to their maximum potential
- enable continuing professional development opportunities which enable staff to progress within the school and beyond, and contribute to leadership capacity throughout the Trust.

## Aim:

This policy rests on the underlying principles that:

- The development of leadership capacity is fundamental to the delivery of a child-focused curriculum appropriate for the 21<sup>st</sup> century.
- Growing our own leaders will benefit our school as well as other schools within the Trust or that they may move on to.
- Our school will benefit in turn by recruiting leaders who have gained experience in other schools.
- There is potential for creative partnership arrangements for leadership development opportunities

## Implementation:

In implementing this policy the Governing Body will:

- Monitor on an annual basis, through the appropriate committee, leadership development within the school and links with other schools.
- Through the appropriate committee, maintain an overview of the school's staffing profile and implications arising.
- Ensure the allocation of sufficient funding from the school budget to support agreed priorities for leadership development.
- Seek to develop a school culture which is seen by all current and prospective staff to offer leadership development opportunities which benefit individual staff as well as the school.
- Delegate responsibility to the Head Teacher and other senior leaders to explore the benefits of collaborative approaches with other schools.

## **Monitoring:**

### **a) Our Workforce Profile:**

Through the Strategic Leadership Committee we will monitor on an annual basis:

- The number and deployment of staff
- Teaching and Learning Responsibilities
- CPD priorities
- Ongoing development training
- Staff undertaking NPQH and other leadership training
- Staff Absence rates and implications

### **b) A Questions Framework**

- What staffing do we need to implement the developments we have prioritised in our School Improvement Plan in the short, medium and longer term?
- What posts do we know we have to fill to replace staff leaving in the next 2-3 years?
- Are we confident in our capacity to cope with the resignation or long-term absence of the Head Teacher or others in the Senior Leadership team?
- How does our staffing profile compare with similar schools with high pupil attainment?
- What links do we have with other schools to share opportunities for leadership development?
- How can we use forthcoming recruitment opportunities to strengthen leadership capacity, particularly around School Improvement Priorities?
- Can we improve marketing of vacancies to give a clear message about our commitment to leadership development?
- How do we integrate leadership development into the Performance Management process?

## **Making it Happen:**

### **a) What we will do in our School**

- Make clear links in our School Improvement Plan to leadership development.
- Ensure that our Self Evaluation Form addresses workforce capacity and development
- Identify leadership potential and enable training and support for development.
- Regularly review and evaluate the leadership structure and its effectiveness with an eye on development of new models of leadership
- Judge it as a success when a member of staff moves on to a leadership position at another school

- Make appointments to leadership roles which meet the needs of the school but offer opportunities for candidates “with potential”.
- Ensure that appropriate induction and support is in place for all staff, including leadership roles.
- Promote the school’s policy on leadership development to external candidates
- Consider innovative models of school leadership

**b) What we will do with Other Schools**

- We will work with other schools to create and take advantage of leadership development opportunities which are of mutual benefit.
- Contribute and make use of any available internship and support schemes
- Share leadership development programmes

**c) Recruitment and Induction of Head Teachers**

We will:

- Be clear in our recruitment publicity that the school is committed to leadership development.
- Recognise the potential that less experienced candidates may offer
- Make clear the support that is available to new appointments
- Plan effectively to deliver support to new headteachers , taking advantage of support from the Trust.

**Period of Review:**

This policy will be reviewed every 4 years.

## Document History

<b>Version</b>	<b>Date</b>	<b>Comments</b>
Issue 1	February 2016	Prepared in line with model template.
Issue 2	July 2020	Updated in line with Trust as employer