

# **Policy 8: Leadership & Management**

## **Leadership Development**

The Council is committed to improving leadership in education at all levels in schools and within the authority. As part of this process programmes for leadership succession are being developed for headteachers, senior and middle managers in primary, secondary and special schools.

There is a need within the county to sustain our current group of headteachers and to develop potential future leaders who will progress to senior positions in our schools.

There are a number of current leadership programmes available to current and potential leaders within the county. The range of programmes on offer will be increased over the next few years. The current programmes can be categorised into four groups:

- Programmes for serving headteachers
- Aspiring headteachers
- Senior management development
- Subject leader programme

## **Consultation and Communication**

There is a national shortage of headteachers, and schools and local authorities are likely to face many challenges in terms of school leadership over the next few years. The Modernising Education programme will result in a reduction over time in the number of headteachers in the county as schools federate, amalgamate or close.

When a headteacher announces his/her decision to leave the post; it is expected that the Governing Body will consult with the Council and the Diocese where appropriate before a decision is taken to advertise the post. This will ensure that opportunities to modernise education in line with the policies contained within this document are not missed.

In light of this, the Council reserves the right to review the school when it is announced that a headteacher is to leave his/her post.

The final decision as to whether to advertise the post will be down to the school Governing Body; however the Council will reserve the right to review the school.