

Ealing headteacher induction policy and arrangements

The West London Teaching Alliance (WLTA) has been commissioned by the council to organise and coordinate provision for headteacher induction for 2018/19.

Purpose of the policy

- To state Ealing's support for headteachers new to post.
- To enable new headteachers to become familiar with Ealing structure, personnel, procedures, partners and services.
- To signpost appropriate professional development and support to enable new headteachers to become fully effective in their role.

Rationale

- To support headteachers new to the role to enable them to be fully effective as quickly as possible.
- To support new headteachers' professional development enabling them to continue to improve as leaders and managers.
- To support the transition period in school from one headteacher to another.

Policy

- Ealing Learning Partnership (ELP) will support all new headteachers and those new to Ealing through a period of induction.
- Ealing Local Authority will make it possible for new headteachers to have access to a system which enables them to become familiar quickly with the structure, personnel and procedures.
- The Ealing induction package will be available to all new, interim and acting headteachers in Ealing.
- New, interim and acting headteachers will be offered a colleague headteacher from a school locally as mentor.
- Headteacher networks will also provide an important, additional support mechanism.
- After the induction period the new headteacher should have a good knowledge of the Ealing education landscape.

The content of the induction programme for new headteachers

Following appointment, the new headteacher will receive details of the Ealing induction programme.

A local colleague or headteacher will be identified as a mentor.

Further information can be found on EGfL at www.egfl.org.uk/handbook

The Ealing induction programme will consist of:

- An induction handbook including key information and contact details and links to other sources of information and support.
- Welcome event including an opportunity to
 - Meet members of the Children's Services senior leadership team and other key officers
 - Learn more about our vision and priorities
 - Discuss Ealing's induction for new headteachers
 - Meet fellow headteacher colleagues and Ealing headteacher mentors
 - Find out about support online - including Ealing Grid for Learning at www.egfl.org.uk
 - Find out about training available at www.ealingcpd.org.uk
- End of first year evaluation.

Induction programme 2018/19 to be confirmed.