



## ELP early headship programme 2023-2024

Session 1: Introduction to ELP and Ealing LA on **13 September 2023** from 12midday-4pm

Session 2: SEF/ SDP/ continuous Improvement culture on **16 November 2023** from 1-4pm

Session 3: SEND and Inclusion on **18 January 2024** from 1-4pm

Session 4: Finance/ HR / Leading School Improvement on **14 March 2024** from 1-4pm

Session 5: Review of the year SEF/ SDP/ forward planning on **20 June 2024** from 1-4pm

### Session 1: Welcome to Ealing Learning Partnership

*13 September 2023 12midday-4pm including lunch at the Ealing Education Centre*

- ELP Structure, priorities, Learning Clusters, networks, calendar- **Julie Lewis, Director Learning, Standards and School Partnerships, Louise Singleton, Headteacher Hambrough Primary School and Chair of ELP board, Clare Rees, Principal Quality Partnership Lead 3-11**
- EGfL, gatekeeping, HR, ECTs, data for schools, CPD online, SLAs- **Polly Bradley, Communication and Business Development Senior Manager**
- Headteacher's Handbook- (key contacts, security, support with media)- **Clare Rees**
- School improvement support- **Clare Rees**
- Creating a robust safeguarding culture- **Sinead Galbraith, Education Consultant Inclusion.**
- Attendance, suspensions and exclusions- **Lucinda Poole, Attendance Officer/ Debby Legg, Exclusions Manager**
- Risk assessment- H and S, premises- **Raj Chowhury, Schools Health and Safety Adviser**
- Governance, including HTPM- **Therese McNulty, School workforce and Governance Adviser**



Strategic calendar for headteachers – autumn term tasks

#### Part 1: Building the culture

- Lessons learned in the first year of headship (successes and challenges)- **Katherine Flewitt, headteacher Pett's Hill Primary School**
- The power of networks and triads – **Clare Rees**
- Coaching for new heads – **Sophie Liardet, headteacher at St Mark's Primary School**

### Session 2: SEF/ SDP/ continuous improvement culture

*16 November 2023 1-4pm at the Ealing Education Centre*

- Effective SEF/ SDP – an approach- **Pete Dunmall, headteacher Fielding Primary School**
- Staff surveys- **Pete Dunmall**
- HT report to governors- **Therese McNulty**

#### Part 2: Building the culture

- Time and support with SEF/ SDP- please bring your laptops
- 'Improve not prove' continual improvement- **Tessa Hodgson, headteacher Oaklands Primary School**
- Professional growth- what does this look like when it's effective?  
**Tessa Hodgson/ Sophie Liardet**



## Session 3: SEND and inclusion

18 January 2024 1-4pm at the Ealing Education Centre

- Inclusion and SEND Strategy - **Madhu Bhachu, Assistant Director SEND**
- ELP Race Equality focus - **Sarah Thompson, Vulnerable groups, School Partnerships Lead**
- Therapeutic Thinking- **Simon Lynch/ Madhu Bhachu**
- Virtual School Head and CLA - **Andrew Martin , headteacher Virtual School**
- Primary Centre- **Jon Hicks, headteacher Ealing Primary Centre**



Strategic calendar for headteachers – spring term tasks

### Part 3: Building the culture

- Leading Inclusion- **Kate Moyse, headteacher Coston Primary School**
- SEF/ SDP part 2- reviewing progress. Heads to bring copies of their SEF/ SDP - **Kerry Shilling, headteacher Selborne Primary School**

## Session 4: Finance/ budget setting/ HR/ Place Planning

14 March 2024 1-4pm at the Ealing Education Centre

- Financial sustainability and setting the budget - **Tamara Quinn, Assistant Director Planning Resources and Service Development / Kim Price, Planning and Resources Strategic Lead**
- Schools financial value standard (SFVS), audit and fraud – **Mike Pinder, AD Audit and Investigation**
- Recruitment/ HR / Staff restructure– **Mark Nelson, Head of Schools HR Consultancy**
- Pay Policy/ appraisals and pay recommendations- **Mark Nelson**
- Place planning, accommodation and capital works- **Kim Price / Tamara Quinn / Laurence Field**

### Part 4: Building the culture

- Leading School Improvement **Helen Rai, Exec Headteacher- Lady Margaret/ Durdans Park Primary Schools.**

## Session 5: SEF/ SDP part 3- evaluation and forward planning

20 June 2024 1-4pm at the Ealing Education Centre

Heads to bring updated copies of their SEF/ SDP

- Reviewing the year -**Sophie Liardet- headteacher at St Mark's Primary School**
- Effective parental engagement- **Sophie Liardet**
- Statutory assessments/ internal assessments- **Jo Heffer, Primary Assessment adviser**



Strategic calendar for headteachers – summer term tasks

### Part 5: Building the culture

- SEF/ SDP, Reviewing the year, lessons learned, next steps- **Clare Rees**
- Problem solving/ effective decision-making.