

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 2017/18.

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 provide appropriate professional development and support to enable new headteachers to become fully effective in their role.
- To provide a support mechanism through documentation and networking.

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 School Effectiveness Service 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 an Ealing school as an Ealing headteacher professional partner (EHPP).
- The provision of essential management documentation and contact information will form part of the induction process.
- Headteacher networks will also provide an important, additional support mechanism.
- At the conclusion of the induction period the new headteacher should have a good knowledge of Ealing Local Authority personnel and procedures and have identified any specific, personal, continuing professional development needs.

The content of the induction programme for new headteachers

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

An Ealing colleague headteacher will be identified as a professional partner.

The NCTL website: www.education.gov.uk/nationalcollege will also provide new headteachers with a wealth of information.

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 Professional Partners (EHPP)
 - Consider an informal forum for new, interim and acting headteachers
 - Find out about support online - including Ealing Grid for Learning: www.egfl.org.uk
 - Find out about training available via: www.ealingcpd.org.uk
- End of first year evaluation.

Induction programme 2017/18 to be confirmed.