



Grammar School Heads Association - Headteacher Recruitment Support

The Challenge

The task of recruiting a new Headteacher is one of the most important – and one of the most challenging – that any governing board will be required to undertake. For grammar schools in particular the challenge is particularly acute. With only 163 selective schools in England, it is often difficult to find candidates with experience within the sector particularly if moving to a different part of the country is required. Candidates from non-selective schools are frequently deterred from applying for grammar school headships for a variety of reasons and sometimes find it difficult to grasp the nature of the adjustment involved. As a result, grammar schools often find themselves in a position of advertising more than once to find the right candidate, often at considerable cost.

As a non-profit association dedicated to supporting leadership in grammar schools, GSHA is committed to helping governors find the right headteacher for their school. Grammar Schools need great leaders and GSHA is uniquely well placed to assist schools in a successful appointment through its unrivalled level of knowledge of the sector. Commercial recruitment companies often claim to provide all the answers, usually at a substantial five-figure cost. While they claim to have access to suitable candidates, the very specific requirements of grammar schools are in practice often elude the expertise of generic recruiters. GSHA already runs a highly successful Preparation for Headship programme and offers unique access to network across the sector so can offer both the right expertise and the right connections.

The Offer

Every school is different, so GSHA will tailor its service to each individual situation. Typically, an experienced GSHA consultant – usually an experienced former headteacher with extensive experience of headteacher recruitment – will work with governors to advise on the design of the recruitment process. This will include the format of the interview days and the provision of tasks and questions if required. When the vacancy is advertised by the school, GSHA will then highlight the vacancy through the grammar school network including to graduates of its own Preparation for Headship programme. This will be followed up by detailed background research on applicants, including testing the claims made in applications. The consultant will then take an advisory role during the interview process while liaising with the shortlisted candidates to ensure that they understand the school and the requirements of the process. Feedback will be provided by the consultant to all the shortlisted candidates following the conclusion of the process.

The cost of the package may vary depending on the precise requirements agreed but will typically involve between five and seven days' work at an overall cost of between £3250 and

£4550. This will not include external advertising or the production of the pack. This is usually best produced by the school, but we can provide advice on the wording of adverts and the pack (including advice on salary) which can be added to the package at a rate of £650 per day.

In the last 12 months, GSHA Consultancy has supported the governing bodies of Tiffin School in Kingston and Bishop Wordsworth's School in Salisbury to make successful headship appointments and both chairs of governors would be happy to recommend our services.

To register your interest, or for a further discussion please contact GSHA Chief Executive - Dr Mark Fenton gshaceo@gmail.com