

LEADERSHIP DEVELOPMENT & TRAINING FOR INDEPENDENT SCHOOLS IN THE UK

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INDEPENDENT SECTOR IN UK

- 2500 independent schools in England, only 1400 in an Association
- 5 Head's Associations plus one for Governors, Boarding and Bursars
- Charitable Status or Proprietorial
- Independent not 'private'
- Independence means curriculum, finances, recruitment, parental involvement
- Chains and groups of schools becoming more common
- Independent Schools Inspectorate (ISI)

WHO AND WHAT IS THE ISA?

- Independent Schools Association – 145 years old
- 646 Members (Schools)
- All types of Independent Schools encouraged to seek membership
- Headteacher is the member and the school reaps the benefits
- Professional Development Courses and Conferences. Over 50 across the year. In person & Online. Full day or half day.
- Day-to-day 'phone call & email support
- Peer network & fellowship
- Pre-inspection compliance checks

HOW IS HEADSHIP CHANGING? WHAT ARE THE CHALLENGES?

- Responding to financial pressures
- Dealing with parental expectations
- Managing staff
- Student Mental Health
- Equality, Diversity and Inclusion
- Handling Social Media expectations
- Pupil Voice and Leadership

HOW IS HEADSHIP CHANGING? WHAT ARE THE CHALLENGES?

- Regulations & Inspection
- Handling external affairs, e.g. alumni relations, fundraising, overseas recruitment, partnerships
- AI
- Recruitment of staff at all levels
- Pupil Numbers

WHAT ARE THE NEW SKILLS NEEDED?

- Acumen for business, finance, & strategy
- Ability to develop senior staff and leadership team
- Ability to manage stakeholder expectations, especially parents
- Having an external focus, e.g. partnerships, fundraising, & ambassadorial work
- Handling a greater level of complexity & responsibility. Therefore time management, adaptability, tolerating ambiguity and change management. Being able to bring in specialist expertise
- Resilient, Robust, Realistic

WHAT ARE THE IMPLICATIONS?

- Need for Heads to build their resilience & manage their wellbeing
- Need to provide more support for the personal, interpersonal, & emotional side of the job
- Greater use of coaches
- Governors & proprietors need to change their thinking behind recruitment
- Headteachers leaving profession
- Middle leaders not wanting to progress to Headship

LEADERSHIP DEVELOPMENT

- For Headship, no specific career path or qualifications needed
- NPQH
- Coaching
- School groups offer middle/upper leadership development training
- Full Circle to ISA for their Senior Leadership training, Aspiring Heads and Deputies, Mental Health Lead and EDI Lead certificates

THANK YOU FOR LISTENING

ANY QUESTIONS??