



Succession planning update

Welcome

Welcome to the SWLSEP newsletter.

The purpose of this newsletter is to raise the profile of SWLSEP across the six SWLSEP local authorities.

Pupils from Waldegrave School for Girls, Richmond upon Thames



Two very successful programmes for Primary colleagues have been delivered again this year – ‘Aspiring to Senior Leadership’ and ‘Aspiring to Headship’. Both programmes began with a launch within the home authorities, followed by a two day residential in Brighton. A joint one day conference focused on leadership was held in central London to complete the programmes, and subsequently officers have continued to meet with participants within their own authorities.

Aspiring Heads Conference

Twenty eight aspiring headteachers attended a two day conference in Brighton on 14 and 15 October 2010. This was a change of date for the conference and proved to be very successful, as there were fewer clashes with other conferences for senior leaders at this time of year.

The programme for the conference included workshops on establishing positive relationships, understanding finances, strategic leadership, models of leadership and public relations. Many of the workshops were led by headteachers from the participating local authorities. Ankhara Lloyd-Hunte presented a session on ‘Why Diversity and Equality Matter’ and the Governance group presented ‘Working with Governors’. The conference was brought to a close with an excellent session from Patrick Leeson – Director of Education and Care – Ofsted, on ‘Raising Standards’. This brought us right back to the reason for why we do our jobs. The days were full but time was given for networking and feedback from the conference was excellent. Four participants have subsequently gained promotion, with many others now undertaking the NPQH.

Aspiring to Senior Leadership Conference

Thirty six participants from six authorities attended a two day residential conference in Brighton on 6 and 7 January 2011, focussing on skills needed to support a move towards a senior leadership role.

The programme was full and exciting, with workshops including ‘Stepping up to Senior Leadership’, ‘Managing TAs, parents and volunteers’. Nine members of the group have already gained promotion, with many others in the process of applying for more senior posts.

Deputy Head Development Programme

As a further professional development activity, two assistant or deputy headteachers from each authority were given the opportunity to be paired with another deputy from a different authority. This linked well with the current national priority of increasing school-to-school and cross authority collaboration, as well as building leadership capacity across SWLSEP.

The offer enabled each deputy to broaden their experiences, as they had the opportunity to spend four days in each other’s schools to explore leadership in a different setting, for example, working in a different sized school, or a faith school.

The programme ran during the second half of the summer term. Early in the term a twilight briefing event for headteachers and deputy headteachers of participating schools was held to provide them with an overview of the programme.

News and events

Succession Planning - The future

Participants have been recruited from both Primary and Secondary phases for two programmes – ‘Aspiring to Headship’ and ‘Aspiring to Senior Leadership’. Demand has once again been high for these two very successful programmes. Look out for further programmes during the year!

SWLSEP Closing the Gap - Sharing Good Practice Conference

On Monday 4 July 2011, 45 delegates attended the second SWLSEP Closing the Gap: Sharing Good Practice conference at the Chaucer Centre in Merton.

Each local authority was represented in a presentation on an approach which they have found effective in closing attainment gaps. These were:

- Croydon: Thinking Skills and Sustained Writing;
- Merton: Mitcham Town Literacy Project;
- Kingston: PASS Data;
- Richmond: Developing a Fronter MLE;
- Sutton: Student Independence and Academic Tutoring; and
- Wandsworth: Lessons from abroad – How Poland is in Narrowing Attainment Gaps in Inner-city Areas.

All presentations were well received and mentioned at least once in the evaluations as being most valuable.

64% of participants rated the day on its maximum scores of “useful” or “very useful”.

The day would not have been possible without the willingness on the part of the presenters to give up their time and share good practice. My gratitude goes to all of those involved.

Angela Speck
SWLSEP Narrowing the Gap Champion

SWLSEP Closing the Gap Project

As you are aware, funding for this project was awarded by the Department for Education for 2009-11. This period is now coming to the a close, and Angela Speck, the SWLSEP Closing the Gap Champion, finishes her role on 31 August 2011. Angela will be creating a case study document, sharing effective approaches of 12 schools from across the six local authorities. We are hoping to make this available on the website to ensure wider dissemination and sharing of good practice. This document will also be shared with the Department for Education.

A fond farewell to Anne Gould

It is with genuine fondness and gratitude that the Governance Group say farewell to Anne Gould, who is retiring at the end of July.

Anne originally joined Governance professionally in Spring 1999, but prior to that she been a school governor in Sutton for eight years. She had also served as an occasional governor trainer for her predecessor in Sutton – giving her a grand total of 20 years in the business!

Anne chaired the SWLSEP Governance group since its formation over three years ago – and her skills and experience have proved invaluable. She will be greatly missed by all members, however perhaps the greatest loss of all will be her humorous, but passionate take on life and government agendas!

For information, Angela Langford (Richmond) will be taking on the role of Chair with effect from the Autumn term.

On behalf of all current and previous members of the group we wish you a very long and very happy retirement Anne.

The SWLSEP Governance Group

The SWLSEP Website

Keep an eye out on the [SWLSEP website](#) for the latest CPD courses available in academic year 2011/12. Courses from each Local Authority will be added over the summer with a full programme on the website for the start of September 2011. Some courses are already being added now!

The website provides a search facility to narrow results by LA, subject, keys stage and audience, with direct links through to course details hosted on the individual LAs website.

Glossary

DFE	Department for Education
CPD	Continuing Professional Development
NPQH	National Professional Qualification for Headship
LA	Local Authority
TA	Teaching Assistant
MLE	Managed Learning Environment

Contact information

Please see the [SWLSEP website](#) for further information.

For any queries on SWLSEP, email Mike Smith, SWLSEP website Lead Officer, m.smith2@richmond.gov.uk.