



DIOCESE OF
Bath & Wells

Living the story. Telling the story.

RECRUITMENT AND SUCCESSION PLANNING

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Bath & Wells Governor Conference 2021

Friday 5th & Saturday 6th November

Recruitment

Case Study

- 17 School MAT
- August 2020, CEO to retire end August 2021
- CEO started the founding SAT and managed the growth of the MAT to 17 schools
- 0-19 provision with four nursery's, four secondary, and nine primary
- Rural Area
- Chair of Trust in post since commencement of SAT 2012
- RSC and Diocese keen to introduce schools to the MAT

Recruitment

Case Study

- 2FE maintained primary school in a small city in England
- At the start of January, Head Teacher advises intention to retire at the end of the academic year
- Head has been in post for 10 years
- Deputy Head has been in post for 5 years and leads on curriculum and assessment
- Last Ofsted judged the school 'Good'
- Data is constant, with a stubborn gap for disadvantaged learners
- Mixed demographic of pupils – 20% from affluent area of city, 20% in receipt of Pupil Premium
- Staff turnover data is constant but high %age early career teachers leave after 3y, 30% of staff have been at school 15+ years. This 'churn' is impacting curriculum development
- Regular programme of staff CPD in place that repeats each year
- Chair of Governors in post for 12y, and has advised will stand down at the end of this academic year also
- Vice Chair often sends apologies to meetings
- Chair of Standards Committee concerned about school's response to data, external SIP has suggested governors needs to sharpen their approach to monitoring quality of education through curriculum intent / impact
- Chair of Finance Committee very content with approach to budget management
- LA Director of Education doesn't visit much, stating this school is not a high risk for their department

Recruitment

Lessons Learned

- Be clear about who you are as an organisation, and who you want to be
- Set a clear, robust recruitment process and be unapologetic about it
- Be aware of national context

Succession Planning

- Be open
- Bust the myth about the role
- Do the spadework

Thank you

- You will receive an email at the end of the conference with a link to the following:
 - Feedback form – we would really like to hear what you think of our conference sessions
 - Power-point slides used in all sessions
 - Any resources referred to from all sessions
 - Further CPD opportunities
 - Please visit our website for more information
<https://www.bathandwells.org.uk/schools/>
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