



Non-managerial supervision

Context

Without appropriate support, headteachers can often feel overwhelmed by the sheer demands and pressures of the role. To support them in this role, it is proposed that headteachers should have access to non-managerial supervision, which will provide space with a trained facilitator to allow headteachers to:

- Stand back from their day to day challenges with space to reflect
- Develop greater resilience by affording opportunities to proactively address stress points within the role
- Manage and harness the energy of change and potential conflict

How will it work?

- Non-managerial supervision is a confidential one-to-one session with a peer Headteacher and is not part of performance management processes
- Facilitation will be provided by headteachers from another LA within the Archdiocese
- Facilitators will receive training to fulfil this role
- Governors allocate funding for the equivalent of 3 days per year (£1200) to enable headteachers to access this support, should they wish to avail themselves of it, at an appropriate time during the year
- Headteachers are provided with a list of facilitators to enable them to make contact
- Facilitators will commit to a number of days per year when they are available meet with headteachers

When will it start?

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| • Recruitment of peer headteachers as facilitators | Spring term 2016 |
| • Training for facilitators | Summer term 2016 |
| • Implementation | Autumn term 2016 |

Benefits for headteacher and school

- Greater capacity to cope with the complexity of school leadership
- To remain steady in the face of increasing challenge
- To motivate themselves and others
- To be able to stand back and view tasks from a wider strategic context