The ERW New and Aspiring Primary Headteachers Programme is designed to offer practical advice about the role of Headship.

The pilot course is currently being delivered in Swansea over 20 guided learning hours through presentations, workshops, debates and practical tasks. This offers primary leader colleagues the opportunity to develop their knowledge and skills as they prepare for Headship as part of the regional strategy for succession planning.

The programme is delivered through twilight sessions over a period of nine months by current, experienced primary headteachers and specialist regional colleagues through presentations and discussion based workshops based on areas of particular expertise and recent experience.

The topics covered in the programme include:

1. What does Headship look like?
2. Effective distributed leadership
3. Managing the 1265 hours and teachers terms and conditions
4. Self-evaluation and the link to school improvement planning
5. National Categorisation: Philosophy and the implications for schools
6. Data analysis and tracking
7. Key tasks- managing the school in your first term
8. Managing reducing school budgets including the associated HR issues
9. Managing an ESTYN inspection as a Headteacher
10. Effective lesson observation: Using the ERW toolkit and how to use the school data
11. Working collaboratively with the Trade Unions
12. The interview process for Headship

Assessment criteria for delegates:

1. Share best practice and implement new strategies in their own schools
2. Presentations to colleagues during guided learning hours sessions
3. Written reports addressing the issues raised through discussion