

SCHOOL REORGANISATION

Briefing Note



APPOINTMENT OF A HEAD AND DEPUTY HEAD TEACHER

Amalgamations or mergers of community schools require both schools to be discontinued (closed) by the City Council on a given date and a new school to be established (opened) by the Council the following day. This means that all current staff contracts would terminate on the day the two schools closed and new staffing arrangements would come into effect on the day the new school opened.

An Interim Governing Body (IGB) for the new school would be established as soon as a final decision had been reached on the amalgamation proposal. The IGB would plan and determine all aspects of the new school up to the point where it opens for business and a new governing body takes over. This would include appointing a Headteacher and setting a new and appropriate staffing structure.

The IGB might choose to have a traditional structure of Head and Deputy Head, posts that would normally be advertised nationally to ensure that the best available candidates were considered for these key positions.

Where both of the current headteachers are candidates for the headship of the new school, the IGB would be required to advertise the post nationally. Where only one of the two current Heads is a candidate, the IGB would have the option of 'ring-fencing' the post to the 'internal' applicant in the first instance.

The IGB might choose to have a senior management team comprising a Head and Assistant Head. There is no legal requirement to advertise nationally for Assistant Heads, posts that can instead be advertised locally or 'internally'. An alternative option would be a senior management team comprising teachers with appropriate teaching and learning responsibility payments (TLRs), posts that would normally be advertised internally within the two existing schools and 'ring-fenced' to current staff members in the first instance.

All staff would have access to advice and support from a City Council HR Adviser experienced in dealing with education matters.