

**FALKIRK COUNCIL**

**Subject: SHARED HEADTEACHERS IN PRIMARY SCHOOLS**  
**Meeting: EDUCATION AND LEISURE COMMITTEE**  
**Date: 30 October 2007**  
**Author: HEAD OF SCHOOL IMPROVEMENT**

**1. INTRODUCTION**

- 1.1 This report seeks committee's agreement in principle to consultation being undertaken with relevant stakeholders on the appointment of headteachers with responsibility for more than one primary school.

**2. BACKGROUND**

- 2.1 At present, headteachers in seven Falkirk Council primary schools are regularly class committed. The management demands on headteachers have increased, making this traditional approach to school management increasingly inappropriate. The absence of the headteacher from school during the school day is a regular occurrence, leading to the disruption of teaching in class.
- 2.2 All Scottish local authorities have experienced a diminishing number of applicants for promoted posts. Falkirk Council has had to re-advertise a number of headteacher posts in the primary sector in recent years. It can be particularly difficult to recruit applications for smaller schools.
- 2.3 A number of Scottish local authorities have already moved to appoint headteachers with responsibilities covering more than one school. HMIe reports show that schools can be very effectively managed in this way.
- 2.4 When Falkirk Council had difficulty recruiting a headteacher for Limerigg Primary School, the headteacher of Drumbowie Primary School took temporary responsibility for the management of both schools. The evaluation of this demonstrated the clear need to engage fully with parents in cases where a headteacher might be appointed to manage more than one school.

**3. PROPOSAL**

- 3.1 It is proposed that the Director of Education is authorised to initiate consultations with headteachers, the relevant trade unions and the parents' forum with a view to establishing processes for determining:
- circumstances in which the appointment of a headteacher to more than one school would be deemed appropriate;
  - the management arrangements which would be required in each school jointly managed by one headteacher; and

- the consultation processes which would apply in each case before a decision to appoint such a shared headteacher was taken.

3.2 It is proposed that any headteachers appointed on this basis would be relieved of any regular class commitment.

#### **4. RESOURCE/FINANCIAL IMPLICATIONS**

4.1 There are no additional financial costs associated with these proposals.

#### **5. RECOMMENDATION**

5.1 Members are asked to approve the proposal that the Director of Education should begin consultations on the principle of appointing headteachers with responsibility for more than one school in the primary sector.

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**Head of School Improvement**

**Date:** .....

Contact Officers: Ann Carnachan/Willie Campbell, ext 6685/6703

#### **LIST OF BACKGROUND PAPERS**

**NIL**