

Leadership Team Care and Well-Being 2019-21

The Leadership Team of Everton Nursery School and Family Centre reviewed this policy on 27th February 2019 and will review again in February 2021.

General Principles

- The School Improvement Service (SI), encompassing the School Employment Advisory Team (SEAT), has a brief to support the duty of care and well being of Leadership Teams, just as Leadership Teams and Governing Bodies recognise their commitment to the well-being for all school/centre staff.
- In addition to acknowledging SI and Governors' responsibilities to Leadership Team well-being, it is recognised that Leadership Teams themselves have the primary responsibility for their own care and well-being and continuing professional development.
- SI recognises the vital and pivotal role that Leadership Teams perform in leading and managing schools/centres. We seek to value Leadership Teams through personal and professional support, involvement in LA-wide school decisions and access to quality professional development.
- SI is committed to working closely with the Liverpool Learning Partnership (LLP) and all professional associations that represent staff in Liverpool schools.

SI Commitment to Leadership Teams

We will:

- Provide timely and appropriate induction for newly appointed Leadership Teams and those new to Liverpool schools through:
A programme of induction activities and workshops appropriate to the role of a Leadership Team
Access to the Leading School Improvement programme and other CPD for all Leadership Teams
Providing a mentoring service, through the Liverpool Learning Partnership, for all new or recently appointed Leadership Teams, as well as offering a similar service to experienced Leadership Teams when required
A formal welcome to Liverpool from Principal Officers
Regularly updated 'signposting handbook' of centrally-based services and personnel
- Provide opportunities for Leadership Teams to be involved in the LA decision-making processes, through involvement in the LLP activities.
- Ensure regular contact, as appropriate, with Leadership Teams.
- Encourage Leadership Teams to be involved in collaborative work with other colleagues across Learning Networks and through the LLP.
- Organise the annual procedures and arrangement for Leadership Performance Management.
- Maintain communication systems to ensure Leadership Teams are kept well-informed.
- Provide opportunities for Leadership Teams to access all CPD opportunities;
- Support Leadership Teams in considering their approach to achieving a positive work-life balance.
- Work with the LLP to realise an effective vision for school improvement in Liverpool, which values all learners.
- Respond with appropriate support, guidance and advice when dealing with difficult situations.
- Provide appropriate support for Leadership Teams during periods of absence and on return to work.

Review Arrangements

Any major review of these guidelines will be undertaken in full consultation with relevant bodies, including LLP.