

## **Communication regarding Early Headship Provision**

### **What's happening?**

Following the redesign of the National Professional Qualification for Headship (NPQH) last year, the National College is reviewing its provision for new Headteachers. The planned changes are intended to support NPQH graduates in gaining headship positions and supporting them as they take up their first headships. We aim to support new Headteachers in their roles, increase leadership skills and confidence, whilst encouraging learning, self reflection and development.

The current Early Headship Provision (EHP) offers new Headteachers a £1300 flexible grant plus entitlement to the New Visions development programme. The new provision will include an entitlement to a professional partner (an experienced, practising headteacher who will coach, mentor and provide practical support to the new headteacher), together with a range of high quality, contextualised learning materials. The revised programme is still in the design and development stage but we will provide updated details on our website in due course.

### **Why is it happening?**

Research tells us that new Headteachers find it difficult to leave their school premises to attend training and development courses. This is reflected in the low spend rate of past and current new Headteachers, when using their EHP grant.

The National College recognises the importance of supporting colleagues at all times in their school leadership career. This support is particularly important from NPQH graduation through to the first headship and in the critical early headship years. Therefore, this new provision aims to provide a seamless transition between these two essential stages. Providing a professional partner for every new headteacher together with a range of development materials will enable personalised support that focuses on real issues that new Headteachers face in their schools.

### **What are the benefits?**

The National College will retain contact with all NPQH graduates and provide support as they move forward to headship. Individuals will benefit from bespoke, one to one support from an experienced headteacher. They will be able to develop this relationship with their professional partner over time and turn it into a fantastic support mechanism.

## **What does it mean for current new Headteachers?**

The introduction of new provision means the current EHP is gradually closing down. Key points to note are as follows:

- New Headteachers applying for a grant before **1 August 2009** will receive funding for the New Visions programme and a flexible grant of £1,300.
- New Headteachers applying for the grant on or after **1 August 2009** will receive the flexible (£1,300) grant only.
- The final date for anyone to apply for an EHP grant is 31 March 2010.
- The date by which all grant money must be spent is 31 March 2011.

## **FAQs**

### **Q) When is the last time I can apply for a full EHP Grant?**

A) The last time colleagues can apply for a full grant (New Visions funding and £1,300 flexible grant) is 31 July 2009. From 1 August 2009 new Headteachers will receive a flexible grant of £1,300.

### **Q) When is the last time I can apply for an EHP flexible grant?**

A) The final date for applications for EHP flexible grants is 31 March 2010. Individuals will have until March 2011 to spend this grant.

### **Q) When is the last time I can apply to do New Visions?**

A) The last New Visions course run within the EHP programme is in October 2009. Those applying for a grant after 1 August 2009 will only receive the flexible grant of £1,300 and not funding for the New Visions course. However, the flexible grant money can be used to fund the New Visions course in October 2009.

### **Q) What if I applied for a grant recently, how long will I have to spend it?**

A) All participants must have their grants spent by March 2011. This means that some individuals will have reduced spending time and some will have a maximum of one year to spend it all. There are no changes to expiry dates before March 2011.

**Q) When can I apply for a grant?**

A) You can register for a grant as soon as you have formally accepted an offer of headship. This means that you can get it set up before you start your position and start thinking about the leadership development opportunities you may want when in post.

**Q) Who do I contact for more information?**

A) If you have a query that is not answered by this document, you can contact one of the following people:

**National College:**

**Sharon Everest** - EHP Senior Programme Manager:  
Sharon.everest@nationalcollege.org.uk **or** 0115 872 2062

**Helen Anderson** - EHP Programme Coordinator:  
Helen.anderson@nationalcollege.org.uk **or** 0115 872 2057

Or, depending on your regional provider, please contact one of the following:

**EMLC (East, East Midlands and West Midlands government regions):**

**Alex Humphrey** – Business Support Manager:  
Alex.humphrey@emlc.co.uk **or** 01604 817702

**SELT (South East, South West and London government regions):**

**Carly Shannon** – Principal Programme Coordinator:  
Carly.shannon@selt.org.uk **or** 01795 416812

**TNP (North East, North West and Yorkshire & the Humber government regions):**

**Laura Stoneley** – Programme Coordinator:  
Laura.stoneley@manchester.ac.uk **or** 0151 7053548