

## **Gloucester Diocese New Headteacher Link Scheme**

The link scheme is designed to support new headteachers of church schools in the Gloucester Diocese by providing informal and confidential professional and pastoral support. The scheme is in addition to any mentor arrangements that may be made by the Local Authority. This is also in addition to the pastoral support from your Bishop's Visitor.

### **The purpose of the partnership is to:**

- help new colleagues feel welcomed into the Diocese, part of the family of schools
- offer new colleagues 'someone on the end of a phone' who will be a 'listening ear' and offer advice if needed in complete confidence
- support the development of the Christian character of the new colleague's school
- signpost new colleagues to sources of professional support from within the Diocesan Education Team e.g. SIAMS related issues, Governor support, advice relating to buildings etc.
- engage in professional dialogue on pertinent educational initiatives

### **Head teacher links will:**

- have experience leading a church school in the Gloucester Diocese
- have an Ofsted and SIAMS judgement of 'good' or better
- be working in a school which has the capacity to enable them to support another colleague
- have the consent and backing of the governing body to support another colleague
- be well connected with local educational networks

### **Link partnerships are all unique but it is envisaged that the scheme will follow the protocol outlined below:**

- link Head will contact new colleague to welcome them and arrange a meeting at either colleague's school in the first 6 weeks
- subsequent meetings will be arranged across the academic year by mutual agreement
- link Head will agree to be at the end of the phone should the new colleague have any queries or need advice
- communication within the partnership will remain confidential unless both parties agree a member of the Diocesan Education Team should be contacted

### **The Diocese will:**

- arrange initial Link head partnerships
- monitor that initial contact is made within 6 weeks
- provide on-going support for both parties in the partnership, as required

With high aspiration for excellence, we are passionate for all within our family of schools to experience God's love in a culture of care, dignity and hope.

