



# Senior Recruitment Service – Case Study

Brampton Primary School  
Headteacher Recruitment





## Requirement

Following the resignation of the headteacher of Brampton Primary School, the Chair of Governors engaged the services of The Education Space (TEdS) to support the recruitment of a dynamic and visionary headteacher.

## What we did

The appointment of a headteacher is the most important decision that governors make, therefore it was imperative that governors were supported and guided at all stages of the recruitment process.

TEdS ensured the initial discussions with the Chair of Governors at Brampton focused on ascertaining the school's requirements.

TEdS offers schools a standard and an enhanced recruitment package for senior appointments. Brampton governors chose the enhanced package. This package included the involvement of the CEO, who promoted the headteacher post via social media and liaised with prospective candidates. The WebTeam developed a marketing campaign, which included the headteacher advert, the candidate's prospectus and a short feature about the outgoing headteacher in TEdS' Newsletter.

HR had a number of meetings with governors throughout the recruitment process to confirm they had a good understanding of safer recruitment, the school's key priorities, their roles and responsibilities.

The CEO liaised directly with prospective candidates to ensure they had appropriate skills and experience before encouraging them to apply. Information about the suitability and experience of prospective candidates was relayed to the Chair in a follow up meeting with the CEO.

To ensure the panel adhered to safer recruitment requirements and relevant legislation, HR advised the panel during shortlisting, liaised with candidates and referees; advised the school and the selection panel about assessment tasks and the arrangements for the 2 selection days.

## Outcome

The outcome of the recruitment process was positive, governors successfully recruited a candidate to start in September 2022. HR continued to support the school and the successful candidate throughout the onboarding process.



## What Brampton Primary thought

The Education Space supported the governing board of Brampton Primary School to appoint a headteacher. At the start of the process, they gave us extensive training, to ensure that we were aware of our legal responsibilities during the appointment process. Throughout the process they did the due diligence every step of the way. They vetted all the candidates and ensured that we had a good candidate pool to select from.

Their knowledge and understanding of HR procedures supported us throughout the recruitment process. As governors we were reassured by the Education Space's professionalism and expertise in the recruitment field.

I highly recommend The Education Space for any recruitment services.

Yolanda Musinguzi

Chair of Governors

Brampton Primary School



If you'd like to benefit from our outstanding services, contact us:

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