Emerging Headteachers – Induction to Managing People

At FusionHR we work with Multi Academy Trusts, stand-alone academies and maintained schools across the UK and we understand the demands on school leaders.

To support you with the transition to a new Headteacher role we've developed a series of sessions focused on developing leadership and effective skills to manage people within education.

Our sessions tailored for New Headteachers will focus on both the knowledge and the skills required to manage people effectively. The first year of Headship can be daunting - even without having to deal with a pandemic - and we know that managing people can be extremely satisfying but it can also be complex and exhausting at times.

Programme Cost:
£1200 + VAT (non clients)
£995 + VAT (HRC, SAM, DPO and H&S Clients)

Structure and Values

It Ain't what you do it's the way that you do it!

Led by Stuart Herrington and Lucy Hutton

The session will cover the following aspects:

- Introduction to The New Heads Induction to Managing People
- Leading and Managing People as a new Headteacher
- It ain't what you do it's the way that you do it... and more importantly how you say it
- A few strategies to help you to get through from someone who has worn the t-shirt

21 September 2021
9am-12noon

Development

Strengthscope® Assessment

Led by Ali Carruthers Illingworth Purple Pebble People

This session will cover:

- Complete a Strengthscope self-assessment
- Gain a greater understanding of who you are as a new Headteacher
- Identify overdrive and other potential performance risks
- Understand the impact you have on others
- Have better conversations with your direct reports
- Feedback for each delegate based on how to optimise your strengths and mitigate risks to performance.

One hour of one to one coaching following the session (to be scheduled separately)

7th October 2021
9am-12noon

HR & Legal

HR Key Skills - Managing People

Delivered by FusionHR, Education Specialists

This session will cover:

- Understand the Equality Act 2010 and its implications for people management
- Contracts of employment
- What is the cost of getting it wrong?
- Understand the Equality Act 2010 and its implications for people management
- Understanding employee terms and conditions of employment
- Resignation deadlines / notice periods and contractual entitlements
- Contracts of employment – what's the legal position
- People Management - the cost of getting it wrong?
- HR compliance – including recruitment and induction

4 November 2021
9am-12noon

Absence

Tackling Absence Management / Leave of Absence

Delivered by FusionHR, Education Specialists

This session will explore:

- Understanding the direct implications of the Equality Act 2010 on managing staff attendance
- When to carry out stress and other risk assessments
- Managing short and long term absence
- Managing medical capability dismissal and Ill health retirement
- When to seek HR and Legal advice
- What to do if other 'leave of absence' is also an issue

9 December 2021
9am-12noon

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fusionHR
IT'S A PEOPLE THING

Emerging Headteachers – Induction to Managing People

FusionHR are here to teach you everything we know to save you time, money and stress! We will discuss everything from safer recruitment and induction through to resignation deadlines and settlement agreements... and all that happens in between!

How to Book

To discuss the programme please contact us on
01924 827869

Email
training@fusionbusiness.org.uk

Ask
Your Account Manager

HR & Legal

HR Key Skills – Managing Investigations

Delivered by FusionHR, Education Specialists

This session will cover:

- Preparation for an investigation
- How to effectively carry out an investigation (the process)
- How to take a good statement
- How to write a good report
- How to present at a hearing/appeal

20 January 2022
9am-12noon

Managing People

HR Key Skills - Managing Performance & Capability

Delivered by FusionHR, Education Specialists

This session will explore:

- Prepare for and start a dialogue with employees about performance concerns
- Move from a performance process to a capability process
- Remain focused on the process and the facts in front of you - to avoid grievances against management
- Prepare and review a capability action plan
- Manage sickness absence during a capability process
- Carry out a protected or without prejudice conversation

10 February 2022
9am-12noon

HR & Legal

The Legal Perspective – Ask the Lawyer!

Led by Paul Menham, gunner*cooke* LLP

This session will cover:

- Can you make changes to job descriptions and terms and conditions?
- Can you change HR policies and procedures?
- Working alongside Trade Unions
- Settlement agreements – when to use them
- Without prejudice and protected conversations – what's the difference?
- What to do if you receive a Tribunal Claim – don't panic!

24 March 2022
9am-12noon

Development

Your Leadership Brand?

Led by Ali Carruthers Illingworth Purple Pebble People

This session will cover:

- How to use your Leadership brand to bring about school success
- Develop your vision for the new Academic Year 2021 through a People Strategy
- How to maintain and grow your network

5 May 2022
9am-12noon