

# NORTH WEST ASSOCIATION OF PRIMARY HEADS

**SPEAKING AS ONE,  
LEADING FOR ALL**

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The Northwest Association of Primary Headteachers (NWAPH) is an organisation representing Primary Headteachers throughout the North West, including those in Nursery, Primary and Special Education.



## **2023/2024 ANNUAL REPORT:**

- Headteacher Recruitment and Retention
- SEND in Crisis

**In total, we  
represent over  
1200 primary  
schools and  
over 350,000  
pupils in the  
North West.**



**Non Union  
Non Political**

**2024**

# Headteacher Recruitment and Retention

## Challenges

**Declining Recruitment Rates**

**High Attrition Rates**

**Reluctance to Pursue Leadership**

**Work-Life Balance Issues**

**Lack of Support and Resources**

There is both quantitative and anecdotal evidence across the North West Association of Primary Headteachers (NWAPH) that Headteacher recruitment and retention is facing significant challenges.

## Solutions

### **Develop a Recruitment and Retention Strategy:**

Create a comprehensive strategy to address the causes of headteacher attrition and promote aspirations for headship among teachers.

### **Engage Research Organisations:**

Collaborate with research organisations to track headteacher departures and gather insights from those who have left the profession to inform future strategies.

### **Implement Formal Support Models:**

Introduce formal support systems for headteachers, including coaching for school improvement and resources to manage high-stakes environments.

### **Revise OFSTED Inspection Models:**

Support a revision of the current OFSTED inspection framework to reduce pressure and create a more supportive evaluation process for schools.

### **Enhance Professional Development:**

Encourage Multi-Academy Trusts (MATs) and schools to implement talent mapping and internal professional development opportunities, fostering a culture of growth and leadership within schools.

At NWAPH, we have proactively addressed the challenges of teacher and leader recruitment by considering an approach that prioritises the quality of teaching and the retention of skilled educators, drawing on the available research.

# SEND in Crisis

## The North West seeks reform!



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NWAPH recognise that mainstream schools are finding it increasingly challenging to adequately support children with complex needs due to a lack of specialist provision and funding constraints. SEND amongst our children and young people is having the greatest impact upon all other areas of the education system.

### The SEND and Alternative Provision Green Paper identified 3 key challenges:

The system is failing to deliver improved outcomes for children and young people with SEND.

Despite substantial additional investment, the system has become financially unsustainable with no marked improvement in outcomes or experiences.

Parents' confidence in the system is in decline.

(Special Educational Needs and Disabilities (SEND) and Alternative Provision (AP) Improvement Plan "Right Support, Right Place, Right Time" DfE March 2023)

Improving the system will benefit all learners and lead to all children getting the support they need to thrive.

## Challenges and Solutions

### Early Identification and Intervention

This needs to be from birth. To be successful it must be the right support, provided in a timely fashion towards identifying the right setting for a child. This will enable parents to make informed decisions with the right information to support their child on their educational journey.

### Consistency of EHCPs

There needs to be consistency in the guidance, quality, production of and funding for an EHCP. This will enable our children to access the appropriate support to meet their needs in a timely and effective fashion.

### Staff Development

Adequate training and support for staff working with children with SEND, acknowledging the challenges they face and ensuring their wellbeing is prioritised. This must include all staff, especially SENCOs and support staff.

### Collaboration

To encourage enhanced collaboration between professionals, smoother transition processes and clearer communication pathways, particularly between schools and external agencies.

Let's work together to develop an education system which is appropriate for all learners and meets their needs.



# Building Our Future, The Next Chapter!

## NWAPH Affecting Change

- Galvanised strong primary educational leaders across the North West.
- Made links with Key North West leaders and decision makers.
- Identified the two key challenges that are affecting the current primary system.
- Raised our public profile and collaborated with like-minded organisations.
- Shared good practice across the North West.

## Call to Action-Join Us:



- By recognising and celebrating positive change.
- Using our strong North West voice to continue and expand dialogue with leaders and policy makers.
- Working proactively with the government on education matters.
- Using us as a strategic and proactive partner to help effect change.

***"Now is the  
moment  
to shape the  
future of  
education!"***

## Contact

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SCAN ME

