

# EMMAUS LEADERSHIP

## WE BELIEVE IN CHURCH SCHOOLS.

### The Big Vision

It is undeniable that the recruitment of Headteachers, particularly within Church Schools, is becoming increasingly difficult by the year. Recent studies highlight the growing trend of vacancies being advertised as often as 3 or 4 times before a Headteacher is appointed. Meanwhile, the ever-decreasing pool of qualified candidates has resulted in first time appointment ceasing to be the norm and one-candidate shortlists becoming all too common.

Emmaus Leadership was founded on the belief that a fresh look at the process and 'hidden'\* costs of recruitment is both necessary and long overdue, as well as intentional consideration of measures to significantly increase 1<sup>st</sup> time appointment rates. As both Christians and recruitment experts, we want to journey with Church Schools from advertisement to appointment, so that together we can create a personal, cost-effective and Christ-centered approach to the recruitment of our Church School Leaders.

### The Current Recruitment Process v The Big Vision

- At present, large recruitment businesses dominate the education sector, resulting in Church Schools spending millions of pounds every year in the repeated advertising of Headteacher positions.
- Typically, a school will place an advert in these key publications a number of times before obtaining at least one applicant. This is both ineffective and highly costly in terms of time and resources.
- As Christians and fellow members of the Body of Christ, we want to break this trend and see those resources invested in our Church Schools rather than a broken recruitment model.
- At Emmaus we want to create a community of Headteachers, Deputy Heads and aspiring leaders who fulfill the Christian ethos requirements of our Church Schools.
- By working with an increasing number of dioceses, this community will strengthen and grow. With every position we take a step closer to revolutionising the recruitment of our Church School Leaders.
- At Emmaus we give candidates the time and privacy to call and discuss all aspects of a role and importantly, their faith and 'fit' with your school. We know this close engagement with candidates generates substantially higher response rates and leads to more 1st time appointments.

As you can see, we don't just advertise and wait for candidates to apply. Rather, our role is to help establish a 'human bridge' between a school and its candidates.

If you would like to discuss our Big Vision in more detail or have any additional thoughts about the creation of this community we would love to hear from you.

\* Most of the 'direct' costs of recruitment are spent on the high cost of recruitment advertising. The 'indirect' costs, which are often overlooked, relate to the significant time and resources wasted on ongoing rounds of recruitment by staff, Governors and the diocese combined with the emotional 'cost' to teachers, pupils and parents when a school is without a leader for an extended period.