



Into Headship Programme

2019 / 2020

Frequently asked questions

For Scotland's learners, with Scotland's educators

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Who is the qualification for?

Who is the Into Headship qualification for?

The Into Headship qualification is for GTCS registered teachers aspiring to the post of headteacher, who are likely to be successful within the next 2-3 years.

I am a current headteacher – do I need to complete this qualification?

No, current headteachers have already demonstrated that they have met the Standard for Headship either as a result of having successfully completed the Scottish Qualification for Headship, the Flexible Route to Headship or that the local authority/employer is satisfied that they have demonstrated through appointment procedures the qualities and experience described in the Standard.

In the longer term, you may wish to consider the final stage of the Masters leadership pathway – In Headship – as part of your professional learning.

I am a current headteacher about to move to a new school – do I need to complete this qualification?

No, current headteachers have already demonstrated that they have met the Standard for Headship either as a result of having successfully completed the Scottish Qualification for Headship, the Flexible Route to Headship or that the local authority is satisfied that they have demonstrated through appointment procedures the qualities and experience described in the Standard.

In the longer term, you may wish to consider the final stage of the Masters leadership pathway – In Headship – as part of your professional learning.

I am an acting headteacher – do I need to complete this qualification?

Not if you already have, or are currently engaged in, a professional learning programme that will lead to the award of the Standard for Headship and you successfully complete that programme. If you haven't achieved the award of the Standard for Headship and you plan to apply for a substantive headteacher post in the future, then you would need to undertake and complete the new Into Headship qualification.

Do I need to be a deputy headteacher to apply for the qualification?

This new qualification focuses on the specificity of headship and the target group is those whose next post will be that of headteacher within 2-3 years. Eligibility for the qualification will depend on local context.

I am a principal teacher – is this qualification for me?

This new qualification focuses on the specificity of headship and the target group is those whose next post will be that of headteacher within 2-3 years. Eligibility for entry to the qualification will depend on local context and readiness of individuals.

You may also consider participating in other leadership programmes, including opportunities on the SCEL Framework for Educational Leadership, through your engagement in PRD and GTC Scotland's Professional Update processes.

I am a deputy headteacher – is this qualification for me?

This new qualification focuses on the specificity of headship and the target group is those whose next post will be that of headteacher within 2-3 years. Eligibility for the qualification will depend on local context and readiness of individuals.

You may also consider participating in other leadership programmes, including opportunities on the SCEL Framework for Educational Leadership, through your engagement in PRD and GTC Scotland's Professional Update processes.

I have a headship qualification from outwith Scotland will I be required to undertake this qualification?

We are currently working in partnership with the GTCS to develop a process to assess equivalence. You may be able to claim Accreditation of Prior Learning for other programmes achieved if the programme from outside Scotland enables you to evidence achievement of the Standard for Headship.

About the qualification

When will this qualification become mandatory?

From August 2020 all teachers being appointed to their first headteacher post within education authority/grant-aided schools will require to hold the Standard for Headship. The regulations that will cover this requirement will not apply to independent schools at this juncture.

What is the duration of the programme?

The Into Headship programme will take approximately 1 year to complete.

How is the programme funded?

The Into Headship programme is currently fully funded by the Scottish Government.

When will the programme commence?

We are working towards having all participants confirmed by the end of March to allow for access to online modules and induction from March onwards. The SCEL launch conference will be held in September with University delivery starting in August / September.

How will the programme be delivered?

The programme is delivered through a partnership approach with Universities, supported by local authorities and independent schools. The University partners include: University of Glasgow, University of Strathclyde, University of Stirling, University of Edinburgh, University of Aberdeen, University of Dundee, University of the Highlands and Islands.

What happens after I complete this qualification?

When you successfully complete the qualification you will be awarded a postgraduate certificate with 60 credits and be awarded the Standard for Headship. Once you take up appointment as a headteacher you will then be able to undertake the In Headship programme, which awards a further 60 Masters credits.

What happens if I need to withdraw/defer from the qualification?

There may be opportunities for you to apply/transfer to a later cohort of the qualification.

I have already achieved the Standard for Headship – does this count?

Yes. You have already demonstrated that you have met the Standard for Headship through completion of the Scottish Qualification for Headship, the Flexible Route to Headship or by otherwise evidencing proficiency as a headteacher. You will continue to demonstrate leadership learning through your engagement in PRD and GTC Scotland's Professional Update processes.

Other providers offer school leadership programmes will this count as part of the mandatory qualification?

No. Into Headship is a nationally developed programme which will, in the long term, be part of a Masters leadership pathway of 180 credits at SCQF level 11 (a Masters qualification) building a Specialist Qualification. This programme is delivered by Universities in partnership with Local Authorities and SCEL.

Applying for the qualification

How do I apply for the qualification?

An application form is available on the Into Headship page of the [SCEL website](#). You should discuss your potential application with your line manager and/or employer before completing the application form. The application form will need to be completed by you and endorsed by your headteacher / line manager.

If you are applying from the Independent sector, your completed forms should be returned, in the first instance, to edsscel@educationscotland.gov.scot

What happens after I submit my application form?

A local authority panel, or SCEL if you applying from the independent sector, will sift application forms using the selection criteria. If you meet the criteria, you will be invited for a formal interview where you will be given the opportunity to discuss your readiness for Headship.

Do I need to have a sponsor/approval to apply for the qualification?

Your employer must endorse your application and you will also need an endorsement from your headteacher / line manager for you to gain access to the qualification.

What experience do I need to have to apply for the qualification?

You will be expected to have experience at a variety of levels with specific practice at a senior leadership level (within the complexity of situations across local authorities). You will be expected to evidence engagement with career long professional learning and demonstrate experience and capability at middle leadership. You should also have discussions with your headteacher and your local authority/employer around your readiness for this qualification at this time.

I am a local authority officer applying for a headteacher post, do I need this?

Yes - unless you already have demonstrated that you have met and/or been awarded the Standard for Headship (for example by holding a headteacher post previously).

I am in a small school with no promoted posts, can I apply?

Yes. This new programme focuses on the specificity of headship and the target group is those whose next post will be that of headteacher within 2-3 years. Eligibility for the programme will depend on local context and readiness of individuals.

My local authority/employer does not feel that I am ready for the programme at this stage in my career, is there another way to get an endorsement?

A key consideration for recruitment to the programme is potential for headship, and readiness to assume this post in the next 2 / 3 years. Therefore all applicants must be endorsed by their employer and meet the criteria for programme entry.

I have had the Standard for Headship for 6 years and not been successful with applications so far. Do I need to apply?

The Standard for Headship is currently awarded without limit of time. You should be continuing to demonstrate that you meet the Standard for Headship through Professional Update and PRD processes.

The Towards Headship programme is open to those who have successfully gained the Standard for Headship through completion of the Scottish Qualification for Headship or the Flexible Route to Headship and are likely to take up a headteacher post as their next career step.

I have just moved to Scotland and don't have a headship qualification, what should I do?

You would need to demonstrate achievement of the Standard for Headship. The Scottish Government legislation has now been passed to make the Into Headship qualification mandatory from August 2020 therefore to apply for a headteacher post at that point you would be expected to have gained this qualification and demonstrated achievement of the Standard for Headship.

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