

The primary leadership Talent Pool has had significant impact upon career progression:

Talent pool cohort 1 (Post NPQH Targeted support group)

- Now Headteachers = 14 out of 18 = **78%**
- Now Acting Heads = 2 out of 18 = **11%**
- Deputy = 1 out of 18 = **5%**
- Still in original post = 1 out of 18 = **5%**

Talent Pool Cohort 2:

- Post NPQH grads to Headship = 7 out of 13 = **54%**
- Post NPQH grads applying for Headship = 4 out of 13 = **31%**
- Pre NPQH now on programme = 4 out of 16 = **25%**
- Promotions/ acting roles = 7 out of 16 = **44%**
- Middle to senior leaders = 4 out of 10 = **40%**

Talent Pool cohort 3 has been recruited and is benefitting from the programme.

Participant feedback is very positive:

'It's a great forum to meet like-minded people and to share leadership experiences and learning.'

'I hope the Talent Pool continues as this is great succession planning for the County.'

'The Talent Pool; has kept my own professional development to the fore and has made me consider NPQH and headship rather than staying in my existing role as Senior Teacher. I feel better equipped to take on that challenge.'

'Do it. The worst that can happen is that you realize leadership's not for you. The best is professional fulfilment, strengthened sense of purpose and self-awareness and meeting a load of people in the same situation as you, who you can learn from too.'

'The Talent Pool gives teachers an opportunity to be reflective about their career, plan the path that they want to take and opportunity to move forward toward their goal.'

'It has made me realize that I can move on and am able to take on the additional responsibility of headship.'

'If you are invited to join the Talent Pool grab the opportunity with both hands. It is training and professional advice of a very high quality and I can recommend it without reservation if you aspire for promotion in leadership.'