

Potential Solutions for the Challenges Faced by Small Primary School Leaders in the UK

Developing relationships & partnerships

1. Inter-school level and community level

Establish effective working relationships and formal/informal partnerships with other schools (e.g., through cluster and networks) and local community.

2. Intra-school level

Build parental trust and develop staff relationships.

Inclusive and focused leadership

1. Inclusive approach and flatter leadership structure

Establish a collegiate approach with flat and shared leadership structures. Make collaborative whole-school decisions.

2. Reducing teaching commitment

Balance the teaching commitment with leadership responsibilities (e.g., by reducing/eliminating teaching commitment).

Providing leaders and staff with effective support and CPD

1. Increase capacity of staff

Engage in effective partnerships with other schools, share Continuing Professional Development (CPD) opportunities, and formal/informal mentoring and support.

2. Increase capacity of headteacher

Facilitate headteacher support through partnerships.

Pooled resources and enhanced school provision

1. Pooling resources

Share costs of resources (e.g., joint admin support, specialist cluster leaders) within partnerships.

2. Enhance school provision

Establish before or after-school clubs as well as nursery provision and flexible educational approach (e.g., flexi-schooling).