

People ▪ Education and Skills ▪ Learning Improvement Service
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8 March 2019
Our reference: ES/LIS/DH/MLB

FAO All Cumbria Headteachers

Dear Headteacher

RE: Thriving Headteachers - An excellent opportunity to be part of a wellbeing project for Headteachers.

As a service, we are acutely aware of the serious effects that the stresses and pressures of work can have on the wellbeing of both yourselves and your staff. As communicated through PHA and CASH meetings, LIS has identified that support for headteacher wellbeing will be an integral element of school support and improvement. We know that there is an expectation on you to support and develop the staff in your schools. Also, we are mindful of the pressures of the role of headteacher, we want to ensure we look after all staff and that you are also supported directly.

To this end we are partnering with The Church Of England Foundation for Educational Leadership and Education Support Partnership, the only UK charity dedicated to improving the health and wellbeing of the education workforce, to offer headteachers in Cumbria the opportunity to be part of proven programmes.

Places on all programmes will be offered at **no cost** to headteachers. For maintained schools, a contribution to supply costs for cover when attending the sessions will also be available. If backfill costs are a potential barrier for the participation of any headteacher of an academy, please contact me to discuss this. Any participating schools will need to fund travel costs.

Education Support Partnership

Headspace is a confidential, personal and professional development programme for headteachers. It is a non-prescriptive framework of support that comprises of a one-day introductory session and five half-day sessions throughout the year, facilitated by an experienced independent education consultant. It provides Heads with a safe psychological environment where they can learn and reinforce effective leadership behaviours and best practice from their colleagues and identify practical strategies that move their school forward.

The evidence shows that Headspace provides a number of benefits including:

- **Strategies to replenish and maintain Heads personal resilience and wellbeing**
- Providing on-going professional development on real issues
- **Complementing the work of other leadership programmes**
- Building and sustaining Heads personal capacity to work effectively
- **Enhancing morale, motivation and development of Heads when resources are tight**
- Re-energising experienced Heads
- **Breaking the isolation of Headship and providing practical support to new Heads**
- Managing the broad range of expectations from different stakeholders
- **Providing Governors and LA Advisors with a practical tool to support their Heads**

Two Headspace Programme cohorts will be arranged and funded by the Learning Improvement Service and the participants will have to fully commit to attend the six sessions of support over the period of delivery in 2019/20.

Together we can achieve the best for every child, young person and their family in Cumbria

The two programmes have the capacity for up to 15 participants each and if you would be interested in joining a cohort please complete and return the attached form. The programme would begin in May 2019 with subsequent dates agreed by the cohorts themselves. To gain the most benefit from this programme, you need to be able to attend **all** the sessions.

To register your interest in Headspace, please return the attached form by **27 March 2019**.

The Church of England: - Foundation for Educational Leadership

The Church of England programmes are applicable to all schools with values at the heart of culture and mission. I would encourage you to discuss these opportunities at your cluster/consortia meetings and support each other as colleagues to take advantage if they are coming at the right time for you.

These networks have proved very popular with previous headteacher cohorts in the county and feedback has been outstanding. They will run over eighteen months and comprise a launch event on 25 April 2019, followed by nine half day network sessions. Dates of these sessions to be agreed by the participants.

Network Stream 1: Headteacher Wellbeing and Resilience (cohort size 20)

In this stream, we will be developing thinking and practice around the importance of wellbeing in leadership, both as individuals and as teams within our schools, recognising that for us to see flourishing children in our schools, we need to have flourishing adults in our classrooms. This stream will focus particularly on building a network that offers peer support and encouragement in character development, bouncing back through challenge, work-life balance, relationships and personal wellbeing. It is open to all leaders, but may be of particular interest to more experienced school leaders who have been in their role for 5+ years, in need of refreshment, encouragement and inspiration. The group will develop peer networking and coaching approaches and provide rich resources to support leaders' personal development.

Network Stream 2: Educating for Community & Living Well Together – 2 groups of 20 Headteachers

We know that for a significant majority of our communities in Cumbria, schools stand at the very heart – providing not only education, but a vibrant and energetic community hub for many other groups and stakeholders. This network stream will focus on the role of school in community, including areas such as Character Education, the Curriculum, Social Action, and Community Engagement. It will also provide excellent resources on the importance of relationships, both within school, but also with the wider community, and through peer support, offer great learning on how these relationships can be grown and matured, so that our schools can truly be at the heart of our communities through character education and relationship.

As the geography and school phases in Cumbria could present some challenges, once expressions of interest are received, every effort will be made to organise these programmes to match demand, and if required, we will seek to work with those wishing to participate to find solutions to any logistical issues that may arise. Cluster leads are aware of these programmes, so do please discuss within your clusters and consortia.

Yours sincerely

Dale Hill

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Expressions of Interest

Please complete and return the following no later than 27 March 2019 to dale.hill@cumbria.gov.uk.

Expressions of interest will be considered and coordinated and follow up communication will be sent week commencing 15th April 2019.

Cumbria Headteacher Programmes

Expression of interest form - Return by Friday 27 March 2019

Programme (please check the programme that you wish to be considered for)	Headspace <input type="checkbox"/> Headteacher Wellbeing and Resilience <input type="checkbox"/> Educating for Community & Living Well Together <input type="checkbox"/>
School Name	
School Address	
Headteacher Name	
Telephone Number	
Contact E-mail	
Signed (Headteacher)	