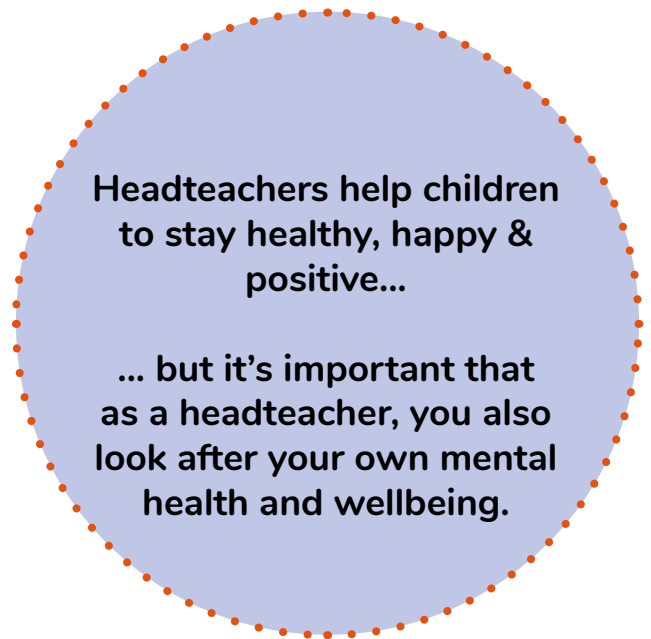


Mental Health and Wellbeing Support for Headteachers

July 2022

Here's some of the support available:



1. Urgent mental health support

If you need help for a mental health crisis, emergency or breakdown, you should get immediate expert advice and assessment. You can talk about anything that's troubling you, no matter how difficult: phone the NHS Mental Health Crisis Service on **0300 200 0011**

2. Free leadership support available from your local authority

This service provides up to three 1-2-1 sessions of 50-75 minutes. Further sessions are available for an additional fee to the school.

Sessions are confidential unless there is a safeguarding concern.

See below for further information about our 'Listening Ear' Coaches

3. The Peer Coaching Directory

We also maintain a directory of experienced Warwickshire headteachers who have undertaken rigorous and practical training in Professional Coaching. Their confidential and professional approaches are very much in evidence in their own practice. The Peer Coaching directory differs from the 'Listening Ear' approach in that Warwickshire leaders are encouraged to make their own arrangements with regard to number of visits and rates of pay and Peer Coaches will invoice school direct.

Our 'Listening Ears' are...

Margot Brown

Margot has a variety of leadership experiences including three headships and an acting headship in a variety of contexts across four local authorities. Many current Warwickshire headteachers will know Margot through her headteacher roles within the county and more recently through her role as Lead Commissioner for School Improvement. Margot regarded it as a privilege to be in a position to support school leaders in the county over the last five years, particularly through the pandemic and especially in terms of headteacher wellbeing. She is proud of the part she has played in raising and embedding the notion that coaching and mentoring for school leaders is an obvious and natural tool with which headteachers can equip themselves as they work through the myriad challenges of their role. Margot is available as a 'Listening Ear' from September 2022.

Contact Margot on mebequilibrium195@gmail.com or 07410 623391

Penny Brown

Penny is an experienced Head Teacher with a strong track record of success in raising standards in schools in challenging circumstances in Derby and Derbyshire. Penny has taught in all year groups from R-Y6 and led on curriculum development and SEND. Throughout her career Penny has gained a strong moral purpose which has driven her to share her expertise, knowledge and experience with future education specialists, teachers and leaders. In her recent roles as an LLE and Executive Principal for three schools, Penny has experience of supporting and developing heads and leaders through coaching, training and mentoring. Penny is currently running a Learning Hub with a focus on supporting vulnerable pupils and those with SEND.

Contact Penny on littleoverlearninghub4a@gmail.com

Julia Gaughan

Julia has a wide range of recent and relevant school leadership experience as well as working as a local authority school improvement officer. She has a clear knowledge and understanding of what it is like to teach in and lead schools in challenging circumstances. School leaders value her common-sense approach and the practical, effective advice and support offered by her. Julia provides regular coaching and supervision sessions for school leaders and teachers. She is also a chair of governors in Warwickshire. Julia is an accredited Pupil Premium reviewer working with schools across the country in supporting vulnerable groups of pupils in primary and secondary settings.

Contact Julia on julia@3jschoolimprovement.co.uk or 7748 763321

Vivien Hyde

Vivien has taught all the primary age ranges and has worked as an experienced Head also leading on literacy, assessment and SENDCO. Vivien gained an M.Ed. in school improvement from Nottingham University in 1985. In 2003 she was then commissioned to work as a primary adviser for Leicester City mainly supporting the vulnerable schools. More recently (2015) Vivien has been contracted to work for Warwickshire as a Learning Improvement Officer working again with vulnerable schools. She has a wealth of experience of supporting heads, staff and governors. She is also a governor of a school in Derby working with the Head through the Covid-19 crisis.

Contact Vivien by onVhyde03@aol.com or vivienhyde@warwickshire.gov.uk or 07798 647866.

Jane Killingbeck

Jane has extensive experience working in close partnership with primary and secondary school leaders in different contexts, including as an LA English and School Improvement Advisor across local authorities and as a Leadership Coach. Her recent accreditation is a Masters' qualification in Executive Coaching and Mentoring (ILM 2019.) Jane's style is democratic, passionate about making a difference through solution focused support to achieve required or desired outcomes. She is an active member of Association for Coaching (AC), the European Mentoring and Coaching Council (EMCC), The Trusted Coach Directory. Jane is an experienced and practising Leadership Coach working also with school leaders and PGCE trainees as an Associate Teaching Fellow / Tutor at Warwick University, as AQA hub lead with Oxfordshire schools, a Warwickshire primary school governor and independent consultant. She welcomes any questions about the process of coaching.

Contact Jane on Janekillingbeck2020@gmail.com or 07816 072457.

Jacqui Lemaitre

Jacqui Lemaitre is an experienced educationalist with many years working in community and faith and non-faith schools. She is a current National Leader of Education working with many Headteachers all over the country as well as a C.E.O for five large primary schools around London. Previous to this role Jacqui worked for 15 years as a Head teacher, 6 years as an Executive Head Teacher and ran a successful Teaching School for 5 years, supporting many schools to Good across Worcestershire and Warwickshire. She has teaching and leadership experience across the primary age range and is also currently working supporting local Governing Boards through targeted training and support. She is a trained School Improvement Partner and Ofsted Additional Inspector and holds a Master of Arts Degree in education. She has written for The Guardian newspaper and carried out several research projects around Special Educational Needs and Leadership structures.

Contact Jaquie on jacqui@jlemaitre.co.uk

Ian Lowe

Ian is the founder of Ethical School Solutions an independent educational consultancy. He has a wide range of recent and relevant school leadership experience including being an headteacher, Executive Head and founder and CEO of an academy trust. He has expertise in primary, secondary and special particularly in supporting schools in category. He has a deep knowledge and understanding of the pressures in leading schools especially those in challenging circumstances. He currently coaches, mentors, trains and reviews schools and has started working as a local authority school improvement officer. He also an assessor for the Inclusion Quality Mark and undertakes SEND reviews and supports a Trust with its strategic inclusion strategy. Leaders and governors appreciate Ian's positive, practical and effective support. Ian is also a vice chair of governors in Warwickshire, a member of an academy trust and a director of a social housing trust.

Contact ilowe@esseducation.org/ 0121 4062430/ 07770 937272

Louise Norris

Louise is a ICF (International Coaching Federation) accredited coach with more than 20 years' experience in education and school leadership. Her teaching career started in Devon where she also took her first headship in a small village primary school. From there Louise moved to Warwickshire which, as she grew up in the Midlands, felt like coming home. Louise's second headship was a in a two-form entry primary where her passion for coaching and working to find positive solutions to workload and wellbeing issues continued to grow. This informed her MSc research in coaching for wellbeing and professional development in schools. Since 2018 Louise has been based in Wiltshire where she works as a school improvement advisor, education consultant and coach and thinking partner to school leaders. Louise says: 'If you decide to get in touch, I'll offer a safe space for you to talk and think without judgement. Our starting point will be what you need as a human being in that moment. From there we'll work in partnership to enable you to find your way forward'.

Contact louise@volantcoaching.com/07973 859292

**For specific coaching or support in relation to your Early Help or DSL role please contact Carl Lewis, Targeted Support Officer – Headteacher Coach:
carllewis@warwickshire.gov.uk**

Catherine Nyman

Catherine enjoys supporting school leaders across the West Midlands and has taught in all Year groups R-Y7. She has considerable experience as a school leader and head, most recently leading a school in Special Measures. Catherine has an M.Ed. in School Improvement (Exeter), NPQH and a Prof. Diploma in Coaching (Warwick), with associate membership of the Association for Coaching. Catherine was subject expert in Primary Literacy/School Leadership coaching for a large National MAT 2019-2020. Catherine is a practising professional coach working with school leaders of all types. Catherine enjoys working with system leaders in her commissioned work from Warwickshire LA for two days a week and is private LIO and coach across the West Midlands.

Contact Catherine on cj@nymancoachingassociates.uk or catherinenyman@warwickshire.gov.uk or 07980 552963.

Michelle Pickering

Michelle Pickering is a very experienced independent school improvement consultant, coach mentor and trainer. As a reputable head teacher in Birmingham she had experience of leading a school out of special measures.

Michelle has worked as a senior school improvement officer with Local Authorities across the country and led inspections for OFSTED; she has been contracted by Warwickshire as a Learning Improvement Officer since 2014 and has extensive experience working alongside many leaders across the county. Michelle has developed and delivered a range of coaching and training opportunities for school leaders. She is currently active on the Department for Education Register of External Expertise.

Contact Michelle on Michelle@1st-class-school-improvement.co.uk or 07984 792213.

Samaritans (Free – 24 Hours)
116 123
jo@samaritans.org

The Lighthouse Counselling Service
02476 440 095
info@lighthousechristiancare.co.uk

Samaritans (Coventry)
02476 678 678

Alcoholics Anonymous (Free)
0800 9177 650
help@aamail.org

National Debtline
0808 808 4000

Gamcare (Gambling Advice Line)
0845 600 0133

Assist Trauma Care Support Line
01788 560 800

Gingerbread – Single Parent Helpline
0808 802 0925

No Panic Helpline
0844 967 4848

National Mind Info Line
0300 123 3393
info@mind.org.uk or text: 86463

National Mind Legal Line
0300 466 6463
legal@mind.org.uk

Useful Organisations/Projects:
Recovery & Wellbeing Academy
0300 303 2626 or 02476 229 988
Recovery.Academy@covwarkpt.nhs.uk
pathways@cwmind.org.uk

Change, Grow, Live (CGL) Coventry

02476 010 241
Coventry.info@cgl.org.uk

Coventry Rape and Sexual Abuse Centre
02476 277 777
info@crasac.org.uk

Cruse Bereavement Care
0808 808 1677
helpline@cruse.org.uk

Independent Advocacy Service
02476 697443

National Centre for Domestic Violence
0800 970 2070
office@ncdv.org.uk

Coventry & Warwickshire Relate
02476 225 863
info@relatecoventry.org

Coventry Haven – Women's Aid
02476 444 077
info@coventryhaven.co.uk

The National Careers Service
0800 100 900

Abacus Counselling Service
02476 226 623

The Lighthouse Counselling Service
02476 440 095
info@lighthousechristiancare.co.uk

Bipolar UK
020 7931 6480
info@bipolaruk.org.uk

Bipolar UK Coventry Support Group
0333 323 3885
groupdevelopment@bipolaruk.org

Other Resources available for you and your staff

Other useful helplines:

Mental Health Crisis Team
0300 200 0011
Mental Health Matters 0800
616 171

Anorexia & Bulimia Care
03000 11 12 13

Springfield Mind
01789 298 615
enquiries@springfieldmind.org.uk

North Warwickshire Counselling Service
02476 320 095
info@nwcounselling.org.uk

Sycamore Counselling Service 02476
744 544

Together Peer Support Service
02476 796 416
ian-sykes@together-uk.org

CWM Counselling Service
02476 017 235
lois@cwmind.org.uk

Apps & Online Communities:

Apps for Mental Wellbeing:

Headspace
Silvercloud

Sane (4.30-10.30pm) 0300 304
7000
Saneline (24 Hours) 08457 678
000

Reasons2
RCPsych Mental Health App
Five Ways to Wellbeing
Wrap – Wellness Recovery Plan
Happier
Diary Mood Tracker - Daylio
Catch it
Mental Health Recovery Guide
Calm Harm
Stay Alive

Apps for Anxiety & Depression:

WellMind
Wat's Up?
SAM: Self-help for Anxiety
Manage' Mood Tools – Depression
Aid Fear Tools – Anxiety Kit
Anxious Minds
Just6
Relax Melodies

Apps for Eating Disorders:

Rise Up – ED App
Recovery Record – ED App

Employee Wellbeing Support Service

Access to a dedicated telephone support line and website is available 24/7, 365 days a year.

For more information, contact:
jameslong@warwickshire.gov.uk

Warwickshire Educational Psychology Service

This service provides coaching support, anxiety reduction, and has information on imposter syndrome.

For more information email **eps@warwickshire.gov.uk** or call **01926 742941**

Follow @Headsup4HTs on Twitter

A platform providing informal, supportive and positive conversations with peers.

Charity for Education Support

A UK charity dedicated to supporting the mental health and wellbeing of teachers, offers a 24/7 helpline and teacher help and advice. **www.educationsupport.org.uk**

Professional Associations:

NAHT: 0300 30 30 333

ASCL: 0116 299 1122

NEU: neu.org.uk/tags/mental-health

NAS/UWT: 03330 145550 ask for member support

If you are aware of any other resources which you think support headteachers wellbeing, please share them with margotbrown@warwickshire.gov.uk

Talk to your Chair of Governors!

Governor Services have shared this information with Chairs of Governors

We also maintain a directory of experienced Warwickshire headteachers who have undertaken rigorous and practical training in Professional Coaching over a year and have a range of skills and strategies at their disposal. The group trained with Catherine Nyman, a highly respected coach and school improvement professional. Their confidential and professional approaches are very much in evidence in their own practice, and they are continuing their development and training through ongoing network of support and CPD.

The Peer Coaching directory differs from the 'Listening Ear' approach in that Warwickshire leaders are encouraged to make their own arrangements with regard to number of visits and rates of pay and Peer Coaches will invoice school direct. Our Peer Coaches would be happy to work with headteachers and senior leaders.

Julie Forshew



I have been a headteacher at Nathaniel Newton Infant School in Nuneaton for 7 years. We are a three-form entry infant school with a diverse catchment area and like many schools, have our fair share of children and parents who provide us with some challenging situations which we navigate ourselves through frequently.

Over recent years I have thoroughly enjoyed providing support to schools in different situations and have always done so through a calm, clear thinking, strategic approach but most importantly with professionalism, understanding and empathy. I believe my friendly, positive disposition has meant that colleagues have found me approachable and are confident that I will listen carefully to them without judgement and anything they discuss with me will remain confidential.

Preferred phone number: 02476 392236

Preferred email details: head2029@welearn365.com

Nicky Green



Hello, my name is Nicky Green and I have been in education nearly thirty years! I have worked in three counties, beginning my career in Cheshire and for the last 19 years in Warwickshire. During my career I have worked in junior, primary and infant schools, with one of my happiest times being a Specialist Maths Teacher in Hertfordshire. Having been a headteacher for the last 10 years, I have relished working beyond my own school, being a director for the Gateway Alliance Schools Company and being involved with LA school-to-school support for a number of years. Although I am relatively new to coaching, I thoroughly enjoyed the training and feel that I have been utilising many approaches over the years without realising it. I am really looking forward to this next chapter, working with my headteacher colleagues in this new role as a peer-to-peer coach.

Preferred phone number: 07941 925469

Preferred email details: head2123@welearn365.com



Karen Hanson

I have been a headteacher for many years in Solihull and North Warwickshire. I've thoroughly enjoyed taking part in the coaching programme and it is something I really want to spread across our staff. I know how lonely this job can be and have had great support in the past from other heads, I would be happy to be there for others. I believe I listen with great focus and really empathise with the issues headteachers have. I am determined to make a difference and aim to do that every day!

Preferred phone number: 01827 872275
Preferred email details:
head3596@welearn365.com



Christian Hilton

Since 2009; a head of two schools since 2011; and Executive Head of three schools since 2015. My coaching practice has focused on dynamic change and school improvement for teachers and school leaders. Strategic leadership, innovation, effective use of technology, growing staff and developing the quality of teaching, learning and curriculum are my areas of expertise.

Preferred phone number: 01608 661266
Preferred email details:
hilton.c@welearn365.com

Juliet Jones

My name is Juliet Jones and I am very proud to have been the headteacher at Cubbington C of E Primary School in Leamington Spa for 7 years. During this time, I have moved the school from RI to Good. Our school is one form entry in a village setting and is very much at the heart of the community. We have a high percentage of children with EHCPs and children who were previously looked after. My teaching background has mainly been in KS2 and being a keen mathematician led me to train to become a Maths Specialist Teacher. I have always been very interested in coaching and I have worked closely with the local authority to mentor and support colleagues at all stages of my career. Most recently, I have led a number of task groups and provided learning improvement support for a range of schools within Warwickshire.

Preferred phone number: 01926 422967
Preferred email details: head3144@welearn365.



Julie Miles

My name is Julie Miles and I have been a headteacher for the last 7 years, working in Warwickshire for 28 years across a range of different settings. My specialism across my whole career has been around SEND, SEHM and Inclusion; I enjoy having the ability to influence and embed this practice throughout the culture of the school. My current school community is hugely diverse, with aspirational staff who create a vibrant and creative culture where all children set themselves high standards. Coaching inspires me, as offering support to others is something I am passionate about. I enjoy empowering others, drawing out their skill set to enable them to lead with confidence. My particular interests as a leader are around capacity building and the creation of a clear strategic direction adopted by the whole school community.

Preferred phone number: 01926 423404 / 07876 673040
Preferred email details:
miles.j2@welearn365.com





Andrew Moorcroft

My name is Andrew Moorcroft. I have been a Headteacher for 17 years across three different local authorities: Leicestershire, Northamptonshire and Warwickshire. My headships have included every primary phase: Infant, Junior and Primary. I have also been a Head of a Children’s Centre. I am an accredited Pupil Premium Reviewer with a keen interest in coaching, headteacher advocacy and strategic leadership to effect change. My headships have afforded me exposure to a wide range of experiences including developing positive employee relations, conflict resolution and school pupil bereavement. I have successfully guided headteachers and schools through a variety of panels and appeal hearings to a positive outcome.

I would relish the opportunity to work with you to help you successfully celebrate your successes and overcome your current challenges.

Preferred phone number: 01788 571679
Preferred email details: head2598@welearn365.com

Sally Morris



Hello! My name is Sally Morris. As a serving primary headteacher

I have over twenty years’ experience of primary teaching, headship, executive leadership and school improvement.

My coaching and mentoring practice has been focused on supporting schools and head teachers in building positive relationships within teams which impact significantly on outcomes for children. I enjoy coaching colleagues at a strategic level, shaping and implementing change and finding creative solutions. I would like to share my positive and solution-finding approaches with other headteachers in the county.

Preferred phone number: 07815 853281
Preferred email details: head3210@welearn365.com

Lindsey Oscroft



Following my degree studies, I started my teaching career

in Warwickshire. I progressed through middle leadership to Headship in 2002 having worked across a variety of both maintained and faith schools in different parts of the County. I have successfully worked to improve standards in my role, securing Good and Outstanding judgements at OFSTED and SIAMS.

As Consortium Lead, an LLE and LIO, I continue to support the development of Leadership and Management at other schools, providing coaching, mentoring and challenge.

I became Executive Headteacher of a Federation in 2015 and the first CEO of the Fosse MAT in 2021.

Preferred phone number: 01789 840311/ 07879 490013
Preferred email details: exeheadtwf@welearn365.com

Sukie Owers



I am Sukie Owers. Having dedicated 26 years to education, I have had the opportunity to gain a range of experiences, working in varied contexts and developing my leadership.

My first years of teaching began in a challenging but vibrant inner-city community school in Nottingham, before moving to a Church of England school in Rugby in 2004 to take up a Deputy Head post where shortly after, I became Headteacher. During this time, I worked alongside a number of schools in Rugby and one in Coventry in my LLE role, developing the capacity and excellence within the supporting and supported schools. Since 2016, I have been the Executive Headteacher of a three form-entry Infant and Junior school; one community and one Church of England. In my 17 years of being a Headteacher, the most powerful investment in myself has been sourcing the right coach at the right time. Coaching has given me greater clarity, resilience, direction and hope. It has often been the catalyst for achieving my ambitions for others and ultimately, children being the greatest beneficiaries. Along with its absolute highs, Headship can be relentless, sometimes lonely, and I am sure we have experienced times when imposter syndrome can creep in. I hope that I can offer colleagues a safe space to be honest, not feel judged and find realistic optimism.

Preferred phone number: 07941 925469
Preferred email details: Exeheadbhsm@welearn365.com

Dan Powell



I am Daniel Powell and have been a headteacher in a Warwickshire school for 3 years. The school is a vibrant setting with plenty of exciting developments.

The community we serve is busy, high achieving and there is plenty of demand. I have been working in education for 16 years, am a qualified SENCo and have broad experience in ITT. Prior to this I worked in business with a specialism in graphic and media design. Having knowledge of both disciplines has been of great benefit to me. Offering my support to peers as a Peer Headteacher coach is something that I am passionate about. My leadership interests include creativity, efficiency and effectiveness from a strategic and management level.

Preferred phone number: 01926 842403

Preferred email details: head2017@welearn365.com

Andy Simms



My name is Andy Simms. I have been a head teacher (NPQH) for 13 years and worked in 5 different schools. During my career I have also been a primary teacher, team/ KS leader, deputy head, Local Leader of Education and Consortia Chair. Prior to this I worked for 10 years in the horticultural / farming industry. My strengths are in strategic thinking, assessment, curriculum design and creativity, promoting quality teaching and learning and staff development.

Outside of education

I have a keen interest in meditation, yoga, art, and board sports. For me coaching is a way for us to discover our own possibilities and a step towards the future we wish for or need.

Preferred phone number: 01789 773201

Preferred email details: head3011@welearn365.com

Adam Walsh



My name is Adam Walsh and I am an Executive Headteacher of four schools and also the CEO of a Multi Academy Trust in South Warwickshire. I myself am regularly coached and I see coaching as an important part of leadership as it allows us time to think, reflect and challenge ourselves. Coaching heads and senior leaders is already an important part of my role and an area I have had a professional and personal interest in for many years.

Preferred phone number: 01789 762578

Preferred email details: head3595@we-learn.com

Glyn Roberts



I am Head of School at Shipston on Stour Primary, part of The Stour Federation. I have been teaching for over 25 years and leading schools for over a decade. I have a passion for SEND, inclusion and data. I have worked in a wide variety of schools, from London to the Midlands. I believe that the key to success in school is reading, clarity of message and collaboration.

I still teach every week and have experience of being a governor at several successful schools. I have experienced the benefit of coaching and use it with staff and children in school to good effect.

Preferred phone number: 01608 661266

Preferred email details: Roberts.g3@welearn365.com

Jane Tailby



My name is Jane Tailby and I am the Headteacher of Bridgetown Primary School in Stratford-upon-Avon. Prior to this, I was head of a village school in Oxfordshire for five years. I am passionate about leadership, developing vision and culture in schools, using values as a bedrock for behaviour expectations and for teaching and learning. I am a strong advocate of coaching and using a coaching model to support, develop and empower teachers and future leaders in school.

Preferred phone number: 01789 205092

Preferred email details: tailby.j@welearn365.com

Further Coaching Support Available - Three highly experienced and respected leaders are also ready, willing and extremely able to support Headteacher colleagues through coaching.



Edward May is Executive Director of Community Academies Trust. Ed has completed Executive Coaching training (accredited by the European Mentoring and Coaching Council) to Level 7.

Ed can be contacted via emay@catschools.uk



Debby Hughes was a headteacher in Warwickshire for six and a half years up until April 2022. She has been a System Leader for three years, a Learning Improvement Officer for one as well as a Head teacher Advocate for the NCETM. Debby also teaches on the NPQSL course helping develop and grow leaders of the future. Previous to that she held a range of senior leadership and teaching positions in Birmingham and Solihull too. Debby trained to teach after a successful marketing career in business, which allowed her to bring a wealth of experiences and skills into her teaching and leadership roles. Debby believes that leading a school can be the most wonderful of experiences and the most challenging too but argues that in order for us to lead with passion we sometimes need a safe and supportive coach who can encourage and support in a focused and meaningful way. Jackie Arnold (2016) states 'A coach creates a particular energy when working with their coachee by being a non-judgemental listener and reflector of the ideas and issues that arise...they remain totally convinced of the potential of those they coach' Debby believes she has been extremely lucky in her own career to be supported and guided by many wonderful people and now feels it's time to 'pay this kindness forward'.

Preferred phone number: 07449 957682

Preferred email details: debbyhughes797@gmail.com



Andy Mitchell has been a Head for 17 years and has worked in 8 schools in 3 local authorities. He led the amalgamation and rebuild of Woodloes Primary School in 2009 and has been there ever since. Andy has been a Local Leader of Education, Head teacher mentor and has delivered training for newly appointed Heads on behalf of the local authority. More recently he has taken the school through the process of conversion to academy status and joined the Community Academies Trust in 2015. In 2016 he was asked by the Trust to work with WCC to open a new school which subsequently became Heathcote Primary School. This was a fantastic experience and the school opened successfully in September 2017.

During the last 3 years Andy has received training as a professional coach with Curee and has provided coaching support for primary and secondary colleagues in the Trust. He strongly endorses coaching as a way of supporting colleagues with their professional development and wellbeing.

Contact Andy via head5207@welearn365.com.

Ed, Debby and Andy will offer support on the same terms as other Peer Coaches in that leaders will establish their own contacts and terms of reference.