



To: All Headteachers

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Ask For: Matt Dunkley
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Dear Colleagues

I fully appreciate how challenging the role of a headteacher is in an average year, let alone one where you are trying to lead a school through a global pandemic. Although we have all been experiencing some similar things at the same time, we are all individuals, so each of us may react to the same situation in different ways. Equally, at some point any one of us may feel the need for additional support to enhance our wellbeing.

With that in mind, alongside the KAH Headteacher Wellbeing Group, KCC has worked to identify the support that we feel might be helpful to provide to headteachers. We do so while being sensitive to the differing employment and funding relationships we have with schools. Your trust/governing body will already be providing support. No matter who your employer is, we would like to make a wellbeing support offer available to any headteacher. Where there would be a cost, either to academies or to maintained schools, that has been made clear.

Both KCC and KAH aim to ensure that every headteacher has somewhere to turn if they need individual support. Below is the KCC offer. KAH will circulate their offer shortly, but please be assured we have worked together to ensure these are complementary, with each headteacher being able to choose the offer that will best support their needs.

Instant support and advice - *The Area Education Officers are available to you any time if you just need to talk through an issue. Contact numbers are available at the end of this letter. As always you can continue to contact your SIAs and IAs who will also provide support.*

Take a Break Sessions - *Following a successful trial in the West, we will open this Countywide. This is free of charge to all maintained and academy headteachers. It is an opportunity for you to step out of daily overload and meet with peers to talk through the issues that concern you. The Senior Improvement Advisors will organise the sessions at different times of day to facilitate access across a wider group.*

Keep in Touch Sessions- *these are available free of charge to maintained schools (Academies can access this for a charge via TEP). This is the opportunity for headteachers of maintained schools to change the focus of the meetings with their*

Improvement Advisor. You set the agenda, and the regularity of the meetings. This is an opportunity to talk 1:1 through the issues that concern you, to identify additional support that you require, to seek practical support and guidance regarding the issues that you are facing now.

For some colleagues, the challenges of the last few months have been overwhelming. Some of you may feel that you need individual support over and above that outlined above. Aspects of KAH's support will dovetail in here. KCC's offer in this regard is:

Individual therapeutic support: *This is bespoke and intensive high-level support for a small number of Headteachers delivered by a trained therapeutic coach. It is a highly specialist, limited resource, which will be brokered through the SIA. Beyond initial brokerage, the SIA will have no other involvement as the sessions are confidential.*

Other sources of support

TEP have a lead consultant for wellbeing - Kelly Hannaghan. Kelly can be commissioned to provide bespoke support and training. Email Kelly.hannaghan@theeducationpeople.org for more information.

TEP also have a range of wellbeing training and webinars accessible to all schools either for free or a small charge. A couple of particular relevance are:

- How to Implement Practices and Strategies to Help Improve the Mental Health and Wellbeing of Teachers and School Leaders (£25)
- Coping with anxiety (£20)

The full range can be found at: [Webinar Link](#)

Thinking ahead

DFE Funded Support: TEP will be delivering much of the DFE funded support free of charge as this is rolled out in Spring. The headteacher wellbeing steering group will be considering how funding will be used, including how much should support headteacher, rather than staff, wellbeing. If you have any suggestions as to how the funding can be used to support headteacher wellbeing please email Joanne Winkler joanne.winkler@theeducationpeople.org.

We hope you find this offer timely and helpful.

Yours sincerely



Matt Dunkley CBE
Corporate Director
Children, Young People and Education

Key contacts:

Area	AEO	Primary School SIA
North	Ian Watts ian.watts@kent.gov.uk 03000 414302 07919 212062	Karen Claxton Karen.claxton@theeducationpeople.org 03000 417749 07702 958872
South	Celia Buxton/Lee Round Celia.buxton2@kent.gov.uk 03000 421415 07919 493295 Lee.round@kent.gov.uk 03000 412309 07824 306242	Mary Priestley Mary.priestley@theeducationpeople.org 03000 417803 07989 209804
East	Marisa White Marisa.white@kent.gov.uk 03000 418794 07834 841560	Kate Wilson Catherine.Wilson@theeducationpeople.org 03000 516522 07976 132635
West	Nick Abrahams Nicholas.abrahams@kent.gov.uk 03000 410058 07967 467106	Polly Sharman Polly.sharman@theeducationpeople.org 03000 414516 07795 036705

Secondary School SIA: Siobhán Price
Siobhan.Price@theeducationpeople.org

TEP contacts

Joanne Winkler- Joanne.winkler@theeducationpeople.org
Kelly Hannaghan- Kelly.hannaghan@theeducationpeople.org