

Headteacher Development Offer 2026-2027



The professional development of school leaders is fundamental to effective leadership, sustained school improvement and positive outcomes for children and young people. Camden's Education Strategy, Building Back Stronger, sets out our ambition to develop knowledgeable, skilled and reflective leaders who are committed to excellence and who thrive in their role.

Headship is one of the most rewarding yet demanding leadership positions in education. Whether taking up a first headship or leading with significant experience, school leaders benefit from professional support, challenge and opportunities for reflection throughout their leadership journey.

Camden Learning is committed to supporting Headteachers and Heads of School through a comprehensive development offer that combines induction, peer support, mentoring and professional coaching. Together, these opportunities are designed to support successful transition into role, strengthen leadership capacity, enhance strategic decision-making and promote sustainable leadership practice.

Headteacher Induction in Camden

Welcome Meeting

Newly appointed and recently appointed Headteachers and Heads of School will be invited to attend a formal Welcome Meeting in the September closest to taking up post.

The session provides an opportunity to meet key colleagues from Camden Learning and Camden Council, develop an understanding of the support available through membership, and receive essential information relating to safeguarding, governance, school improvement and statutory responsibilities.

The meeting also offers a valuable opportunity to connect with other leaders, build professional networks and begin establishing relationships across the wider Camden education community. Attendance is strongly encouraged as an important part of the induction process.

Peer Mentoring

A peer mentor offers the unique benefit of support from an experienced colleague who understands the realities and complexities of school leadership within a similar context. Peer mentors are typically serving Headteachers from Camden schools. Mentoring can support leaders in navigating both the practical and strategic aspects of the role, including school improvement planning, leading change, working effectively with governors and developing leadership capacity across the school. Regular meetings, typically once every half term, are recommended and are often most effective when undertaken in person.

If you are new to role and feel you would benefit from a peer mentoring arrangement, please contact rachel.davie@camdenlearning.org.uk.

Headteacher and Head of School Coaching

In recognition of the continued demands of headship, new, established and experienced Headteachers and Heads of School can access professional coaching through Camden Learning membership.

Professional coaching provides a confidential space for reflection, strategic thinking and professional growth. It supports leaders in sustaining effective leadership practice, navigating complex challenges and maintaining focus on priorities over time.

Sessions are delivered by experienced leadership coaches with a strong understanding of the education sector and the challenges associated with senior leadership.

Coaching may support leaders to:

- Navigate transition into a new leadership role
- Strengthen strategic thinking and decision-making
- Build influence and strengthen relationships
- Manage complexity and competing priorities
- Support personal resilience and wellbeing
- Reflect on leadership and impact
- Explore future leadership aspirations and development

Participation in coaching is strongly encouraged as part of a balanced and sustainable approach to leadership development, complementing support available through mentoring, professional networks and Headteacher meetings.

Coaching Entitlement for Camden Learning member schools

New Headteachers and Heads of School

Up to six coaching sessions (maximum 1.5 hours per session)

Established Headteachers and Heads of School

Up to three coaching sessions (maximum 1.5 hours per session)

Accessing the Coaching Offer

- The Headteacher / Head of School contacts Camden Learning to indicate they wish to access coaching.
- Camden Learning provides details of approved coaches on the Camden Learning Coaching Register.
- The Headteacher / Head of School selects their preferred coach and confirms their choice with Camden Learning.
- Camden Learning confirms coach availability and facilitates an introduction.
- The Headteacher / Head of School and coach agree dates and times.
- Coaches invoice Camden Learning directly for the agreed funded sessions.

Additional coaching sessions may be supported through available subscription credit. Where additional credit is unavailable, Camden Learning will invoice the school for any remaining costs.

Any coaching organised through this entitlement must be arranged through an approved coach on the Camden Learning Coaching Register.. Funded coaching will only be available where the coaching relationship has been initiated through Camden Learning. Headteachers wishing to work with a coach who is not currently included on the register should discuss this with the Director of Learning and Impact before any coaching sessions commence.

Evaluating Impact

Camden Learning is committed to ensuring that leadership development support makes a meaningful difference to both individual leaders and their schools. Feedback from participating Headteachers, mentors and coaches will be gathered periodically to evaluate:

- The quality of support provided
- Impact on leadership confidence and effectiveness
- Contribution to school improvement priorities
- Support for leader wellbeing and sustainability
- Emerging leadership development needs across the borough

Learning from this feedback will inform the ongoing refinement and development of the Headteacher Development Offer.

Key Contacts

Please contact **Katie Wetherill** to request the coaching list and to confirm choice of coach (katie.wetherill@camdenlearning.org.uk)

Please contact **Rachel Davie** (Director of Learning and Impact, for discussions related to coaching options (rachel.davie@camdenlearning.org.uk))

