

# Normanton Education

Nedforschools

School Improvement  
Services

Coaching, mentoring  
and supervision

Training and Development



[www.nedforschools.co.uk](http://www.nedforschools.co.uk)

©Copyright Normanton Education

# Why choose NED?

## Education and industry expertise

Our founder's extensive experience ensures a deep understanding of the challenges and opportunities facing schools today.

## Collaborative Partnerships

We believe in building strong partnerships to ensure sustainable and long-term success.

## Tailor-made solutions

We don't believe in one-size-fits-all. We work closely with each school and its leaders to develop tailored strategies that address specific needs and goals.

## Data-driven approach

We utilise data analysis, in all forms, to identify areas for improvement and measure the impact of our interventions.

## Coaching and mentoring culture

We prioritise honesty, transparency and a mentally healthy working culture and learning environment.

*"Working with Kerry has been an incredibly rewarding experience for our schools and Trust. She listened to and understood our unique challenges and provided tailored solutions that have helped to make a real difference in our schools. The positive relationships we fostered with Kerry were instrumental in our success."*

Phil Palmer, Deputy CEO and Executive Head  
Asset Education Trust



# About Us

We are founded by Kerry Hill FCGI and FCCT.

Kerry has been in education for over twenty years as a Head teacher, School Improvement Partner and Director of School Improvement for an award winning School Improvement Company. Kerry has also honed her expertise as a SENCO, member of Tri-County Time to Change Steering Committee and regularly participates in national round tables and panels.

As a Headteacher, Kerry positively impacted school improvement, significantly increasing standards in schools of different settings including leading a small, rural school, a 0 - 11 school with an MLD unit and large city schools with high deprivation and SEND. Through school improvement, Kerry specialises in supporting Primary and Special Schools (both state and Independent sectors).

Kerry is nationally recognised for her work in inclusive and mentally healthy cultures, securing two prestigious Princess Royal Training Awards, for the impact of improvements led in schools.

Other notable credits:

- Masters (distinction) Leadership of Mental Health and Wellbeing in Education
- Level 7 in Coaching, Mentoring and Supervision (completion July 2025)
- National Postgraduate Certificate in Special Educational Needs Co-ordination
- 2024 Fellowship Diploma City and Guilds Institute
- 2022 Industry Fellow – Nottingham Trent University
- 2022 invited to join City and Guilds national Council
- 2020 Fellowship of the Chartered College of Teaching
- Speaker at regional and national conferences including the Head teacher conferences, Bett Show, Dyslexia Show and worked with BBC Teach Series and BUPA on teacher mental health
- Nationally and internationally published education articles and research
- Previous SMSC Kitemark National Assessor

Normanton Education also works with a specially curated number of highly experienced consultants to support our school improvement work. See the website for details.





# Our Services

We offer a range of services to support school leaders and their schools to create high-quality, sustainable and successful outcomes.



## Our services include:

- Bespoke consultancy
- School Improvement Planning & Implementation
- Special Educational Needs & Inclusion Support
- Wellbeing and mentally healthy cultures
- School Reviews (Curriculum, SEND, teaching and learning)
- Compliance reviews and audits (PP, Safeguarding, website, sports premium)
- Leadership Coaching & Mentoring
- Professional supervision for leaders, Senior Mental Health Leaders and SENCOs
- Training & Professional Development
- Head teachers Performance Management
- Workforce strategy and recruitment

We also offer bespoke packages tailored to your individual needs. For more information, contact us.





# Bespoke Consultancy Services



Central to Normanton Education is providing a fully customisable and personalised service. A bespoke package of consultancy ensures targeted school improvement support, tailored to your needs.

Our approach includes:

- **Collaborative & Partnership-Focused:** We work closely with school leaders to understand your unique needs and develop customised solutions.
- **Data-Driven & Evidence-Based:** We utilise data and research to inform our recommendations and ensure the effectiveness of our interventions.
- **Ethical & Professional:** We maintain the highest ethical standards and adhere to professional codes of conduct.
- **Strong Relationships:** Building trusted partnerships with schools.

Our Bespoke Consultancy Services:

- **Initial Professional Discussion:** In partnership we discuss your needs, ambitions, challenges and how we can support your journey to bring about impact.
- **Needs Analysis:** Depending on your requirements, initial activities might be developed to ensure a clear understanding of your needs and the starting point for the school improvement work to aid the creation of a personalised consultancy package.
- **Implementation:** We work with you to develop clear strategies plans, with SMART targets to measure impact.
- **On-going Review:** Through regular communication, monitor and review we are best placed to ensure support continues to provide the support needed or whether adaptation is required to ensure successful outcomes.
- **Training & Support:** We provide ongoing professional development for teachers and teaching assistants to be knowledgeable and skilled practitioners to support your outcomes.

Contact us to discuss how we can support you with your school improvement journey.

# School Improvement Planning and Implementation



At Normanton Education (nedforschools) we believe that effective school improvement begins with a clear vision and a well-defined plan. Using personalised consultancy support, we will guide you through the entire school improvement journey, from initial planning to successful implementation and ongoing evaluation.

Our Approach:

- **Collaborative Planning:** We work closely with your school leadership team, teachers, and other stakeholders to develop a shared understanding of your school's strengths, weaknesses, and aspirations.
- **Data-Driven Strategies:** We utilise data analysis to identify areas for improvement and inform the development of targeted interventions.
- **Personalised consultancy support:** we work with you with consultancy tailored to your school improvement needs.
- **Actionable Plans:** We help you create a comprehensive school improvement plan with clear, measurable, achievable, relevant, and time-bound (SMART) goals.
- **Effective Implementation:** We provide ongoing support and guidance to ensure that your school improvement plan is effectively implemented and monitored.
- **Continuous Evaluation:** We regularly evaluate the progress of your school improvement initiatives and make adjustments as needed to ensure ongoing success.



# School Improvement Planning Services



## **Strategic Planning Consultancy**

We can provide consultancy, coaching and mentoring leaders to develop rigorous and SMART strategic planning frameworks. We provide comprehensive support to school leaders, guiding them through a rigorous and rewarding process of self-evaluation and strategic planning (SEF and SIP). We use a coaching and mentoring approach to ensure leaders develop deep knowledge, confidence, and efficiency in self-evaluation, strategic thinking, planning, and problem-solving.

## **SIP and SEF coaching**

As a new head or senior leader, ensuring you identify, prioritise and plan for the key performance indicators which will add value and improve performance is critical. Through coaching based consultancy, we support you to identify the key areas for targeted improvement in your school and support you to develop a clear strategic plan to leverage the right actions for impact.

## **Leadership and Management Impact Review**

We work with leader to review the impact of their leadership and management and support them to self-reflect on areas to further improvement. The review includes:

- Clarity and ambition of the school's vision, mission, and strategic plan.
- Evidence of effective self-evaluation and school improvement planning.
- The effectiveness of leadership at all levels, including middle leaders, subject leaders, and governors.
- Capacity of leadership for continued school improvement.
- How leaders empower and develop their staff.
- Effective use of resources, including finances, staffing, and facilities.
- Building positive relationships with stakeholders.





# SEND and Inclusion Services

**Inclusive schools enable everyone to thrive and reach their potential, regardless of background, abilities or need. Our services support leaders to create truly inclusive and equitable learning environments for all students and staff.**



## **Our Inclusion Services include:**

- **Inclusion and SEND bespoke consultancy:** We work with school leaders and teams to support you with personalised services to support your school improvement work.
- **Inclusive Culture Reviews:** We work with leaders and stakeholders to measure the inclusivity of the school including the ethos, environment, curriculum, wider provision, leadership and as a workplace for your staff.
- **Inclusive Practice Development:** We support schools in developing and implementing inclusive teaching and learning strategies, such as adaptive practice, universal design for learning (UDL), and peer support.
- **SEND Support:** We provide expertise in Special Educational Needs (SEND) identification, assessment, and support, ensuring that all students with SEND receive the appropriate level of support and SENCOs are professionally supported.
- **Staff Training & Development:** We deliver high-quality training and professional development for teachers and support staff on inclusive practice, SEND, and diversity and equality.
- **Policy Development & Review:** We assist schools in developing and reviewing their inclusion policies and procedures to ensure they comply with legal and best practice guidelines.

## **Examples of SEND training and professional development services:**

- Adaptive Practice in Classrooms
- Neuroception
- SEMH and mental health
- Understanding autism
- Executive Function in SEMH / Autism
- Cognitive Development in SEMH / Autism
- Understanding Sensory Processing
- Relational Practice in Schools
- Effectively Evaluating Interventions
- SENCO mentoring, coaching and supervision

# School Reviews

**We provide independent and objective school reviews that offer valuable insights into all aspects of school life. We conduct reviews in the following or tailored to your needs.**



- **Quality of Education:** In this comprehensive *two day* review, we monitor and assess the effectiveness of your schools provision including outcomes, curriculum and teaching and learning and its success in enabling students to succeed and reach their potential.
- **Curriculum Reviews:** We provide *one day* reviews of curriculum subjects such as English, writing, maths etc considering the coherence and progression of the curriculum, how well it is implemented, the consistency of teaching and learning in the subject and subject impact through outcomes.
- **Special Educational Needs (SEND):** We assess the effectiveness of your SEND provision, including identification, assessment, support, leadership and inclusion practices.
- **Inspection Preparation and Inspection Support:** We can support you as you prepare for external inspections such as Ofsted and ISI and during the inspection days.
- **Teaching & Learning:** We observe teaching and learning in classrooms, analyse student work, and provide feedback on teaching and learning practices, classroom management, assessment and feedback and student engagement.
- **Inclusion:** We evaluate how inclusive the leadership practices, culture and provision of the school is in line with all aspects of EDIB (Equality, diversity, Inclusion and Belonging).
- **Behaviour and attitudes:** We unpick the strengths and areas for development in relation to behaviour management, student and staff attitudes to behaviour, the school behaviour culture, curriculum and provision and how the school is developing positive attitudes in students for both academic life and wider values.
- **Attendance:** We work with you to understand, analyse and assess your attendance data, strategic actions and areas for improvement to increase group and whole school attendance.
- **Flourishing Children and Young People:** With greater focus on personal development, wellbeing, and mental and physical health, transitions and communities, we work with schools to assess how they create a supportive and nurturing environment where all students can flourish.

# Compliance Audits

**We understand that safeguarding and compliance are paramount for all schools. We conduct thorough audits to ensure your school is meeting all legal, regulatory, and best practice requirements.**

**Safeguarding Audits:** We conduct comprehensive reviews of your school's safeguarding policies and procedures in line with the latest statutory requirements, including:

- Child protection policies and procedures
- Staff recruitment and vetting procedures
- Designated Safeguarding Lead (DSL) roles and responsibilities
- Safeguarding training and awareness
- Information sharing and record-keeping including the SCR
- Online safety and cyberbullying

• **Website Compliance Audits:** We review your school website for compliance with:

- Data Protection Act
- Children's Online Safety
- Government guidance for website content
- Accessibility guidelines (e.g., WCAG)
- Website recording and reporting

• **Pupil Premium Audits:** We review your school's use of Pupil Premium funding to ensure:

- Effective use of funds to support disadvantaged pupils
- Compliance with Department for Education (DfE) guidance
- Accurate record-keeping and reporting
- Impactful interventions that improve outcomes for disadvantaged pupils

See our Special Educational Needs section for our SEND audit and review.





# Coaching and Mentoring

We understand that effective leadership and performance is crucial for school success. Our experienced education professionals provide personalised coaching and mentoring to support school leaders at all levels. We offer a range of coaching and mentoring services to support your school to increase confidence, reflective practice and performance.



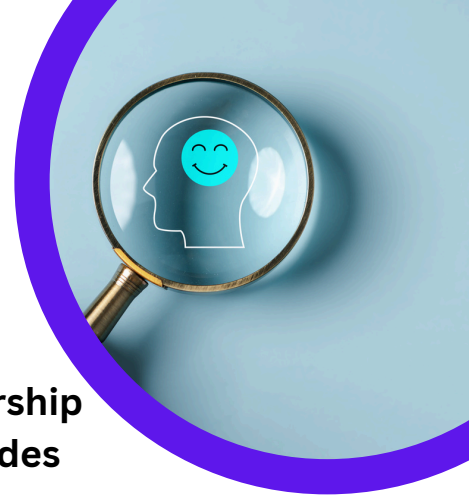
## Our Leadership Coaching & Mentoring Services:

- **Individualised Coaching:** One-to-one coaching sessions tailored to your specific leadership challenges and goals.
- **Mentorship Programmes:** Access to experienced mentors who provide guidance, support, and challenge.
- **Leadership Development Programmes:** Bespoke programmes designed to enhance leadership skills, such as strategic planning, change management, and communication.
- **Team Coaching:** Support for leadership teams to improve communication, collaboration, and decision-making.
- **360-Degree Feedback:** Gain valuable insights into your leadership strengths and areas for development.

## Instructional Coaching for Improved Quality of Teaching and Learning

- **Personalised Coaching:** One-to-one coaching sessions tailored to individual teacher and TA needs and goals.
- **Observation and Feedback:** Collaborative observation of teaching, followed by constructive and supportive feedback.
- **Skill Development:** Focus on developing key teaching and learning knowledge and skills, such as:
  - Inclusive and adaptive teaching and learning
  - Classroom management
  - Assessment for learning
  - Use of technology in the classroom
  - Inclusive teaching practices
- **Curriculum Support:** Guidance on curriculum implementation and effective lesson planning.
- **Data Analysis & Use:** Support in analysing student data to inform teaching and identify areas for improvement.

# Professional Supervision



The education system places increasing demands on leadership roles in schools. Our professional supervision service provides confidential and supportive supervision to school leaders, SENCOs, and senior mental health leaders to enhance their well-being, effectiveness, and resilience.

Professional supervision is a structured process where a qualified supervisor provides support and guidance to another professional. It's a confidential and supportive space for the supervisee (the person receiving supervision) to:

- Reflect and analyse their practice, identify areas of strength and weakness, and learn from their experiences.
- Discuss and problem-solve complex cases, ethical dilemmas, and difficult situations.
- Develop new skills, improve their knowledge base, and enhance their professional competence.
- Develop strategies to manage their wellbeing when dealing with challenging demands.
- Receive support, guidance, and feedback from an experienced professional.

## Our Supervision Services:

- **Confidentiality and Support:** A safe and confidential space to explore challenges, reflect on practice, and gain emotional support.
- **Personalised Supervision:** Tailored supervision to address the specific needs and challenges of each individual leader.
- **Enhanced Leadership Practice:** Develop reflective practice, improve decision-making, and enhance leadership effectiveness.
- **Improved Well-being:** Reduce stress and burnout, and enhance emotional resilience.
- **Ethical Guidance:** Guidance on ethical dilemmas and complex situations.
- **Professional Development:** Support for ongoing professional development and career progression.

Supervision sessions are typically an hour long.

For maximum benefit it is recommended that sessions are regularly scheduled.

# Training and Professional Development

Continuous professional development is crucial for practitioners to thrive and for students to succeed. We offer a range of high-quality training and development programs designed to enhance teaching and learning effectiveness and improve student outcomes.

## Our Teacher Training & Professional Development Services include:

- **Bespoke Training Programmes:** Tailored training programmes designed to address specific school needs and priorities.
- **Curriculum-Specific Training:** Training on specific subjects, curriculum areas, and pedagogical approaches.
- **Technology Integration:** Training on the effective use of technology in the classroom, including digital learning platforms and educational technology tools.
- **Special Educational Needs (SEND) Training:** Training on inclusive teaching practices, supporting students with SEND, and using assistive technology.
- **Leadership Development:** Training for aspiring and existing leaders, including middle leaders and senior leaders.
- **Well-being and Resilience:** Training on staff well-being, stress management, and resilience.
- **Quality Assurance:** Training for leaders on how to effectively quality assure your provision and effective Ofsted preparation and awareness.

## Benefits of Our Training & Professional Development:

- Improved teacher confidence and effectiveness
- Increased student engagement, motivation, and academic outcomes.
- Enhanced school culture which champions a collaborative learning environment for all staff.
- Improved staff retention through increased teacher satisfaction and reduced staff turnover.
- A culture of continuous learning and professional growth.

We are able to tailor training sessions to your personalised needs, so please contact us to discuss your requirements or find out more about our training sessions. Sessions can be delivered as INSET, twilights or on-going learning programmes.





# Head teacher Performance Management



As experienced Head teachers, we understand the complexities and demands of the role of Head teacher. Our performance management services provide a robust framework for supporting and developing exceptional Headteachers.

## Our Headteacher Performance Management Services:

- **Performance Management Frameworks:** Develop and implement bespoke performance management frameworks aligned with school priorities and national standards.
- **Performance Reviews:** Conduct regular and constructive performance reviews with Headteachers, providing clear and actionable feedback.
- **Goal Setting and Development Planning:** Support Headteachers in setting ambitious and achievable goals, and developing personalized development plans.
- **Support for Improvement:** Provide ongoing support and guidance to help Headteachers address areas for development and implement improvement strategies.
- **Succession Planning:** Support the development of a strong succession plan for Headteacher roles.
- **360-Degree Feedback:** Where requested, we can gather additional feedback from multiple stakeholders to provide a comprehensive view of Headteacher performance.



# Workforce Development

In today's dynamic educational landscape, success hinges on having a high-performing and engaged workforce. We understand the unique challenges and opportunities facing schools, academies and trusts, and we partner with you to support you to build a thriving workforce that empowers learners to reach their full potential.

Our Workforce Services include but are not limited to:

- **Flexible Working Consultancy:** Assess and consider different flexible working arrangements and how your school can harness these to support employee wellbeing, engagement, recruitment and retention.
- **Analyse workforce data:** to identify trends, gaps, and areas for improvement: considering local and national patterns and trends in relation to key wellbeing measures such as stress, mental health symptoms, workplace relationships and working conditions.
- **Neurodiverse Recruitment & Selection:** Develop and implement effective recruitment and selection processes which support neurodiverse talent management.
- **Employee Engagement & Retention:** Develop and implement strategies to improve employee engagement and retention.
- **Training on inter-generational workforce strategies.**
- **Employee surveys and feedback analysis.**
- **Develop and implement strategies to improve employee well-being and reduce staff turnover.**
- **Long-listing of candidates.**
- **Recruitment panels and recruitment tasks designs.**



# Benefits of our services



**Access to Best Practices and Specialised Experts:** Our expertise can introduce you to best practices, innovative approaches, and cutting-edge research in education.

**Tailored Solutions:** We can tailor our services to your specific needs and challenges, creating customised plans and strategies.

**Improved Efficiency:** By streamlining processes and identifying areas for improvement, we can help schools operate more efficiently and effectively.

**Increased Staff Confidence:** We can provide professional development for leaders, teachers and practitioners, boosting their confidence and improving their knowledge skills.

**Enhanced School Culture:** We can help leaders to foster a positive and collaborative school culture that supports student learning and well-being.

**Accountability and Transparency:** We can help school leaders to develop clear goals, track progress, and demonstrate accountability for improvement.

**Cost-Effectiveness:** While there is an initial cost associated with our services, the long-term benefits can outweigh the investment. Improved student outcomes, increased efficiency, and reduced staff turnover can all contribute to long-term cost savings.

**Objective Perspective:** We can bring an unbiased and objective perspective to the school, identifying areas for improvement that internal staff can be overlooked with familiarity or ingrained routines.

*“An external consultant's aim is to provide high-quality, cost-effective consultancy and training services tailored to clients' needs, for the benefit of professionals and pupils, which meet or exceed clients' expectations.”* Elize C. Du Plessis





# Pricing

We pride ourselves on providing a bespoke service which gives exceptional value for money. Please contact us for details and to discuss our services.

## Bespoke consultancy services

£600 day

£350 half day

## School Improvement Support:

SEF and SIP consultancy day: £600

SEF and SIP half day: £350

## Compliance Audits

Safeguarding: £600

Pupil Premium: £600

Website: £250

## Reviews

Quality of Education: Two days £1100

Curriculum Reviews (subject specific): £600

SEND / Inclusion: £600

Inclusive Cultures: £600

Flourishing Children and Young People: £600

Teaching and Learning: £600

Behaviour and Attitudes: £600

Attendance: £600

## Training and Professional Development

Bespoke INSET day: £600

Bespoke INSET half day: £350

Bespoke Twilight (1.5 hrs): £250

## Head teacher appraisal:

Annual review and target setting (1/2 day)

£500

Head teacher mid-year review: £250

*Discounts are applied for small schools, Trusts involving multiple schools or where multiple services are requested.*

*Contact us to discuss pricing and requirements for a tailored quote for your needs.*

## Coaching and Mentoring

**Executive Coaching** (Trust executive / Executive Head teacher) £110 per session (1.5 hrs) *Led by a level 7 coaching professional.*

**Leadership Coaching and Mentoring:** £60 per session (one hour)

*Led by level 5 or 7 coaching professional.*

**Supervision sessions:** £60 per session (one hour). *Led by a level 5 or 7 supervision professional.*

## Recruitment Services

Interview Panel Support full day: £600

Interview Panel Support half day: £350

Long-listing £150 per six candidates

Neurodiverse recruitment consultancy: £600 full day / £350 half day

\*Reasonable travel expenses for consultants will be additional charged.



# Contact us



For more information about our services or to discuss support tailored for your school, please contact us below for more information or pricing.

Contact: 07548876782

Website: [www.nedforschools.co.uk](http://www.nedforschools.co.uk)

Email: [kerry.hill@nedforschools.co.uk](mailto:kerry.hill@nedforschools.co.uk)

