



Normanton Education

Nedforschools

**Wellbeing and Mental Health
School Improvement Services**



Why choose Ned for schools?

Education and industry expertise

Our founder's extensive experience in leadership of mental health and wellbeing in schools and national impact.

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.



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. A key part of these changes were developing mentally healthy school cultures for both students and staff.

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. In 2024, she was honoured with a Fellowship from the City and Guilds Institute recognising her leadership and support of wellbeing and mental health within education at a national level. She has also developed training for Senior Mental Health Leads, which gained DFE accreditation and was ranked #1 nationally against the DFE benchmarking criteria for 2024 (and 2025 at time of writing).

Other notable credits:

- Masters (distinction) Leadership of Mental Health and Wellbeing in Education
- Level 7 in Coaching, Mentoring and Supervision
- 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



Why Wellbeing?

Prioritising Wellbeing: Transforming Schools for Success

We believe that prioritising wellbeing is essential for happy and mentally healthy schools for both students and staff.

Mental health and wellbeing are intrinsically linked to academic success and overall school improvement.

Wellbeing and mental health are critical:

For Children:

Positive School Climate: A positive and inclusive school environment fosters a sense of belonging and reduces bullying and discrimination, creating a safer and more supportive learning space for all students.

Enhanced Social-Emotional Development: Schools provide a vital environment for children to develop essential social-emotional skills like empathy, communication, conflict resolution, and self-regulation. These skills are fundamental for healthy relationships and overall well-being throughout life.

Increased Resilience: By learning coping mechanisms and building resilience, children are better equipped to handle challenges, setbacks, and stress, both in school and beyond.

Early Mental Health Identification and support: Prioritising wellbeing can help prevent and early-identify mental health concerns like anxiety and depression, leading to timely support and better long-term outcomes.

Improved Academic Performance: When children and young people feel safe, supported, and emotionally regulated, they can focus better, learn more effectively, and achieve higher academic results.



Why Wellbeing?

Prioritising Wellbeing: Transforming Schools for Success



For Staff:

Reduced Stress and Burnout: Supporting staff wellbeing helps reduce stress, burnout, and absenteeism, leading to a more engaged and effective workforce.

Improved Job Satisfaction: When staff feel valued, supported, and have access to resources for their own well-being, they are more likely to be satisfied with their jobs and committed to their work.

Enhanced Teaching and Learning: Happy and healthy teachers are more likely to be more creative, enthusiastic, and effective in their teaching, creating a more positive and engaging learning experience for students.

Improved School Culture: When staff prioritise their own wellbeing, it models healthy behaviours for students and contributes to a more positive and supportive school culture.

Our mental health and wellbeing approach



At Normanton Education (nedforschools) we champion a wellbeing approach that focuses on creating a supportive and inclusive environment where leaders and staff feel valued, respected, and empowered. We can support you to consider your wellbeing approaches and provision and develop robust strategic plans to create mentally healthy schools.

Our Approach:

- **Empathy and Compassion:** We understand the education sector and its demands and show genuine care and concern for you, your student and your staffs' well-being and the impact positive mental health and wellbeing cultures can have on your schools success.
- **Positive Reinforcement:** We recognise and appreciate leaders efforts, contributions and achievements towards creating mentally healthy cultures and commitment to developing and strengthening this further as a school priority.
- **Reflection and challenge:** We embrace a coaching culture and encourage leaders to be honest, reflective and transparent to pinpoint the improvements and initiatives needed to develop a mentally healthy culture.
- **Teamwork and Collaboration:** We encourage a collaborative and supportive environment, working in partnership with leaders and their teams.
- **Work-Life Balance:** We promote a healthy work-life balance. We will avoid communication and contact out of hours, unless requested and will support leaders to consider their own wellbeing, as well as the wider schools'.
- **Continuous Evaluation:** We regularly evaluate the progress of your school wellbeing initiatives and make adjustments as needed to ensure ongoing success.

Our mental health and wellbeing services

At Normanton Education (nedforschools) we offer a range of mental health and wellbeing services to support schools in their mission to create mentally healthy schools.



Our Services:

- Whole School Wellbeing and Mental Health Review
- ‘Flourishing Children and Young People’ Review®
- Wellbeing Surveys and Audits
- Wellbeing Policy and Procedure Development
- Professional Supervision
- Coaching and mentoring for school leaders, SENCOs, Senior Mental Health Leaders, Teachers and Teaching Assistants
- Staff Training and Professional Development in Wellbeing and Mental Health
- Curriculum Development

Wellbeing Review

We understand the increasing importance of wellbeing and mental health and the part it plays in supporting thriving school communities and securing academic outcomes.

- **Identify strengths and weaknesses:** We assess the current state of student and staff mental health and wellbeing through surveys, interviews, curriculum and assessment evidence and observations. We consider the areas of:
 - leadership and management
 - ethos and environment
 - curriculum
 - teaching and learning
 - student voice
 - staff training and development
 - targeted need and graduated responses
 - families and community.
- **Develop a tailored action plan:** We work with your Senior Mental Health Leader / School Leaders to create a customised plan to address identified needs and improve whole school wellbeing.
- **Empower your staff:** We provide training and resources to equip your staff with the knowledge and skills to support student mental health.
- **Create a supportive environment:** We help you build a school culture that prioritises wellbeing and fosters a positive learning environment.
- **Clear feedback:** We provide a detailed report to with findings and key recommendations.



Flourishing Children and Young People Review[©]

With the expected focus on how schools are supporting children and young people to thrive, our 'Flourishing Children and Young People' review supports school leaders to consider how they are creating a supportive and nurturing environment where all students can flourish.

Our Review includes:

- **Understanding academic achievement and progress of all learners:**
- **Social and Emotional Learning (SEL):** We evaluate the effectiveness of the implementation of effective Social and Emotional Learning and Literacy programmes to develop students' social, emotional, and behavioural skills.
- **Mental Health Awareness & Support:** We consider how the curriculum, safeguarding procedures and pastoral support across the schools' provision raises awareness of mental health issues and provides teaching, learning and support for students' to develop their mental well-being.
- **Building Positive Relationships and Belonging:** We measure how schools champion and foster positive relationships between students, teachers, and parents.
- **Creating a Positive School Climate:** We consider how leaders, students and staff at all levels, work together to create a positive and inclusive school culture where all everyone feels valued and respected.
- **Developing Essential Characteristics and Values:** We assess how well the school ethos, environment and curriculum supports children and young people to develop the essential skills and values to be happy and productive members of their communities, considering areas such as resilience, self-efficacy, digital literacy, leadership, growth mindset, critical thinking, problem-solving and a love of learning.



Behaviour and attitudes

We support schools to understand the effectiveness of their whole school approach to behaviour including culture and curriculum, policies and practices and student attitudes towards learning.

Our Review includes:

- **Leadership and Management:** We work with leaders to assess how effectively leaders and staff create a safe, calm, orderly, and positive environment and a *strong culture for behaviour*. This includes evaluating the consistency and fairness of expectations for learners and how these are implemented. This includes triangulation to policies and procedures, staff and pupil voice and reviewing the ethos and environment.
- **Pupil Behaviour and Attitudes:** We examine the behaviour and attitudes of pupils, including their respect for others, engagement in learning, and overall conduct. This involves looking at how well pupils respond to the school's expectations and whether there is a positive learning environment.
- **Behaviour Curriculum:** We consider how leaders are ensuring a safe culture and environment through creating a robust curriculum framework which supports pupils to understand behaviour expectations, and supports them to develop skills essential for life and learning such as collaboration, perseverance, concentration, restorative practices and empathy.
- **Anti-Bullying Measures:** Evaluate the school's approach to preventing and addressing bullying and harassment. This includes how swiftly and effectively incidents are dealt with and the support provided to victims.
- **Attendance and Punctuality:** Review the school's strategies for promoting good attendance and punctuality, as these are important indicators of pupil attitudes and engagement.
- **Low-Level Disruption:** Investigate how the school manages low-level disruption and whether it acts as a barrier to learning. This includes looking at classroom management techniques and the support provided to teachers.



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 programs 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.

Instructional Coaching for Improved Quality of Teaching and Learning

- **Personalised Coaching:** Personalised one-to-one coaching sessions for 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.

Senior Mental Health Leader Coaching and Mentoring

We provide coaching and mentoring specifically developed to support SMHL with their professional role, confidence, knowledge and to manage their own wellbeing with the demands of the role.

Coaching and mentoring is carried out by qualified professionals or those undertaking higher level accreditation.

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.

Supervision is carried out by qualified professionals or those undertaking higher level accreditation.

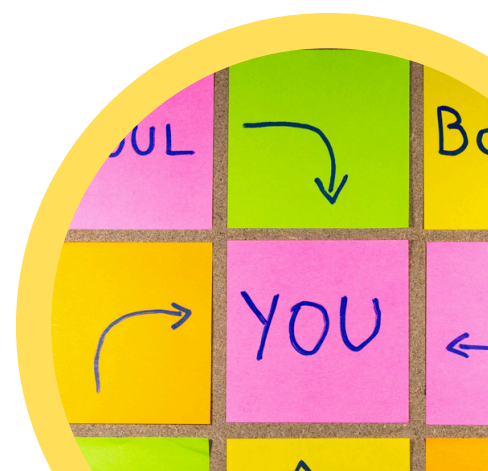
Mental Health and Wellbeing Training and Professional Development

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 knowledge in mental health and wellbeing and support self-care.

Our Teacher Training & Professional Development Services include:

- Understanding mental health and wellbeing
- Staff Self-Care
- Understanding the role of the Senior Mental Health Lead
- Psychological Safety
- Creating a positive school climate
- Growing Flourishing Students
- Growing Flourishing Staff
- Leadership Resilience
- Resilient Schools
- Resilient Staff
- Stress Awareness and Management
- Working Smarter
- Building Positive Relationships
- Understanding compassion fatigue
- Supporting Neurodiverse Staff / Students
- 22nd Century Life Skills
- Financial Wellbeing
- Understanding and Preventing Burnout
- Teacher Self-Efficacy
- Student Self-Efficacy
- Why We Need a Good Night's Sleep
- Positive Psychology for Schools

We are able to tailor training sessions to your personalised needs, so please contact us to discuss your requirements. Sessions can be delivered as INSET, twilights or on-going learning programmes. For additional training themes, please contact us.



Workforce Wellbeing

A high-performing workforce is essential for school success. We work with schools and Multi-Academy Trusts (MATs) to develop and implement effective workforce strategies that attract, retain, and develop exceptional talent through being grounded in mentally healthy systems and prioritising wellbeing.

Our Workforce Wellbeing Strategy Services:

- **Flexible Working Approaches:** 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.
- **Conduct employee surveys and analyse feedback to identify areas for improvement.** Surveys include headlines, question level analysis and recommendations.
- **Develop and implement strategies to improve employee well-being and reduce staff turnover.**
- **Developing an Employee Lifecycle:** Supporting the stages and experiences that your staff go through in their careers with you and how this can champion wellbeing at the heart.



Curriculum Development

A thriving school community goes beyond academic achievement. We can support leaders in developing reviewing and developing comprehensive wellbeing curricula that prioritise the social, emotional, and mental health of students.

Our Curriculum Development Services Include:

- **Needs Assessment:** Conducting thorough needs assessments to identify the specific mental health and wellbeing needs of students and staff and measure how well the curriculum and provision supports these needs.
- **Curriculum Design & Development:** Creating bespoke wellbeing curricula that align with school priorities and national guidelines.
- **Resource Development:** Support the development of a range of engaging resources, including lesson plans, worksheets, and digital tools.
- **Wider ethos links:** Provide support for developing the 'hidden curriculum' to strengthen the wellbeing teaching and learning.
- **Staff Training & Professional Development:** Providing comprehensive training on mental health literacy, emotional regulation, and social-emotional learning so the curriculum is delivered to a high quality.
- **Evaluation & Monitoring:** Evaluating the effectiveness of the wellbeing curriculum and providing ongoing support for continuous improvement.

By investing in a robust wellbeing curriculum, your school can:

- Improve student mental health and emotional well-being
- Enhance academic performance and engagement
- Create a positive and supportive school climate
- Empower students with essential life skills
- Reduce bullying and cyberbullying



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

Consultancy for wellbeing, mental health and inclusion

£600 per day

£350 half day

Reviews

Wellbeing Review - £600

Flourishing Children and Young People - £600

Behaviour and Attitudes - £600

Curriculum Development

£600 per day

£350 half day

Coaching and Supervision

Coaching and supervision is carried out by professionals accredited or currently undertaking minimum of level 5.

Executive Coaching - £110 per session (1.5 hours)

Discounted packages available

Coaching and supervision - £60 per session (1 hour)

Six session package: £300

Instructional coaching - please contact us for bespoke pricing dependent on need

Training and Professional Development

INSET full day - £600

INSET half day - £350

Twilight (1.5 hrs) - £250

Workforce Wellbeing

Consultancy rates are charged for consultancy to develop mentally healthy workplaces

Recruitment Panel Support

£600 full day

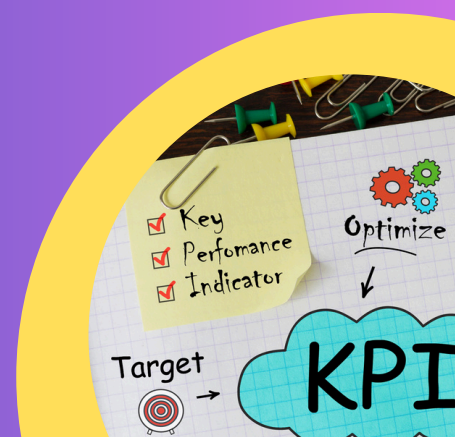
£350 half day

Whole School Wellbeing Surveys

£350 per survey for less than 50 respondents

£395 per survey for up to 50 respondents

£495 per survey for 51 - 100 respondents



Contact us



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

Website: www.nedforschools.co.uk

Telephone: 07548876782

Email: kerry.hill@nedforschools.co.uk

