

Owlcotes Multi-Academy Trust

School Services

2025/26



“

I was drawn to your values and your commitment to inspire innovation and creativity within each school's unique context. ”

Headteacher



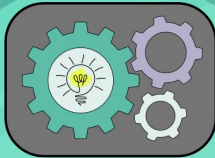
Phone: 0113 8874523

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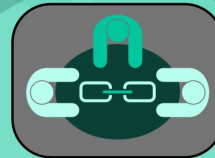
Owlcotes Services

At a glance...



Leadership Coaching

- 1:1 leadership coaching for school leaders at all levels
- Group or team coaching



Mediation

- Quick and effective mediation services provided by a trained mediator

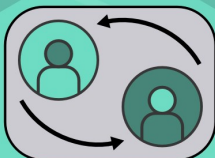


Leadership Training

- Aspiring Leaders training
- Training for new subject leaders

Detailed information about each service can be found in the brochure

Call 0113 8874523 to enquire about booking or to get more information



Peer Reviews

- Teaching and learning reviews
- SEND reviews



Financial Services Support

- Support with a wide range of school financial services

C O N T E N T S

- 1 An Introduction to Owlcotes
- 2-3 Leadership Coaching
- 4 Mediation Services
- 5-6 Aspiring Leaders Programme
- 7 Teaching and Learning Reviews
- 8 SEND Reviews
- 9-10 Subject Leader Support
- 11 Financial Services Support

To find out more information about any of our services, to check availability or make bookings, contact...

Central Team Office

0113 8874523

info@owlcotesmat.org

An Introduction to Owlcotes Multi-Academy Trust



Owlcotes Multi-Academy Trust is a group of nine primary schools in Leeds with a genuine desire to provide excellent education and great outcomes for pupils, both within and beyond the Trust. The Trust have a commitment to creating collaborative learning communities and networks to develop and share good practice within the philosophy of **'Working Together to Achieve Excellence'**.

Across their schools, the Owlcotes Multi-Academy Trust have a wide range of experienced school leaders and specialist practitioners who are able to provide school improvement support beyond the Trust.

If you are interested in accessing any of this support, or would like a conversation to find out more about any of the support on offer, please contact the main Owlcotes office on 0113 8874523.





Leadership Coaching



Why Access Leadership Coaching?

The most important thing to understand is that coaching is not just for when you have a problem or a challenge- the core purpose of leadership coaching is to empower you to be the best leader possible. Whatever your goal or challenge, the coach's role is to help you work through it and come out of the other side not only with fresh ideas, options and energy, but also knowing a bit more about yourself.

Leadership coaching is available to staff **at all leadership levels**. It can focus on anything which will help to develop leadership skills. Some common topics include...

- Improving levels of confidence
- Managing challenging conversations
- Dealing with a seemingly ever-increasing workload
- Effective delegation
- Getting the best out of your team
- Developing professional relationships
- Making difficult decisions

“

Alan allowed me a safe space to be comfortable but also to be challenged around my own way of thinking. Due to the effectiveness of our sessions, I was able to successfully resolve the initial target areas I had originally set.

”

... and many more!

Leadership coaching provides you with **valuable time and space** to reflect on your leadership development- something which isn't always easy to come by. It is a **strategic development tool** focusing on developing personal performance which in turn will have a positive impact on **outcomes for children**.

In essence, leadership coaching is about elevating your everyday leadership skills and empowering you to be the best leader possible.

What to expect in a coaching programme... A brief overview

The coaching programme would start with a conversation about your goals. The agenda is always set by you but the coach is there to help you to identify what you want to achieve through the coaching programme. Sometimes these goals change and evolve as you move through the sessions- that is fine!

A programme typically consists of around six sessions (but it could be more or less depending on individual needs) with each session being about an hour long. There is typically 2-3 weeks between sessions.

The coach's role is to be a thinking partner. They will listen carefully to what you are saying and ask questions to help you to think more deeply, creatively and analytically. Coaching is not advice-giving or mentoring- you already have the answers, you just might not know it yet.

All coaching sessions are **confidential** and **non-judgemental**. They are a safe space for you to speak openly and be honest with yourself. One of the coach's main roles is to build a trusting professional relationship with the people they are working with.

Sessions may involve some challenge (usually with your permission!) and there may be actions for you to complete following on from the meeting- but these are always set by you, not the coach.

About the coach (Alan Steele)...

Alan has worked for Owlcotes since January 2020 and was the Headteacher at Calverley Parkside until December 2024. During this time, he completed the Level 7 Certificate in Executive Coaching through the British School of Coaching.

His current role is Head of Leadership Development for the Trust and alongside leadership coaching he works with colleagues to plan and deliver a range of leadership training opportunities.

Over the past 18 months, he has coached over 30 leaders within and beyond the Trust, focusing on a wide range of leadership goals, challenges and ambitions.



Different ways of accessing coaching through Owlcotes...

There are a number of ways Owlcotes can support your coaching needs, including:

6 session programme for individual leaders

One-off sessions

6 month individual coaching relationship- up to 10 sessions for one leader in a six month period

12 month school package- 13 days throughout the year, working with up to 8 leaders

6 month school package- 7 days throughout the year, working with up to 4 leaders

To discuss what Owlcotes could offer and to get information about pricing, contact the Owlcotes office.



Mediation

Services

What is mediation?

Mediation is a process where a neutral person- the mediator- works with people who have a disagreement to help them to resolve the issues or improve the situation.

The mediator is impartial so will not take sides or make any judgements about who is right or wrong.

Mediation typically takes two days and includes individual meetings with the affected parties and a joint meeting with both together. If the mediation is successful, by the end of the joint meeting the parties will have agreed a way forward which improves their situation.

Mediation is...

- Voluntary
- Confidential
- Quicker and cheaper than formal procedures
- More effective at the earlier stages of conflict
- Aimed at improving challenges and maintaining positive relationships

Why choose mediation?

Workplace conflicts not only have a potentially detrimental affect on morale, relationships and performance, they also take up valuable time. They can be stressful and result in time away from work.

When people are involved in a conflict, talking to the other person may seem impossible. As an employer, you may be concerned about approaching the situation for fear of making things worse. Mediation can help with this.

To find out more about the mediation services offered by the Owlcotes Multi-Academy Trust, please contact the main office.





Owlcotes Aspiring Leaders

Programme

2025/26

What is it?

The aspiring leaders programme is a training course aimed at supporting leaders to develop their leadership skills and knowledge in a range of different areas. It takes place over 3 days (one day per term) with interim tasks designed to enable leaders to reflect on and apply their leadership skills.

Who is it for?

The aspiring leaders programme is for leaders at all levels who are looking to take the next step along their leadership journey.

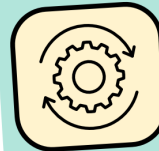


Day One

21/10/25 or
22/10/25



- Self-awareness and values
- Building a positive culture
- Authentic leadership
- Empowering others



Day Two

20/01/26 or
21/01/26



- Planning for change
- Implementing change
- Preparation for leadership project to be lead in a different school



Day Three

09/06/26 or
10/06/26



- Courageous leadership
- Decision-making
- Challenging conversations
- An introduction to governance, finance and HR

Day One: (9.00am-3.00pm- 21st or 22nd October 2025)

During day one, the initial focus will be on the importance of self-awareness for a leader. We will explore what is meant by 'authentic leadership' and the role that personal values play in this.

We will then be moving on to consider why building a positive professional culture is important and looking at ways this can be achieved. This will include thinking about how leaders can build an empowered team.

The day will finish with some reflection time and an introduction to the first interim task, which focuses on further exploration of personal leadership values.

Day Two: (9.00am- 3.00pm- 20th or 21st January 2026)

Day two is all about change. We will start off by thinking about how we can get an accurate picture of what things are actually like. This will lead on to considering how to effectively plan for change before finally looking at how we can implement changes, ensuring they have the desired impact.

The day will finish with an introduction to the next interim task, which will require leaders to plan and carry out a leadership project in a different school.

Day Three: (9.00am-3.00pm- 9th or 10th June 2026)

During day three, we will be exploring courageous leadership. This will include a focus on decision making, giving and receiving feedback and having potentially challenging conversations. Towards the end of the day, we will be providing a brief introduction to school governance, financial management and working with HR.

Before we finish, we will provide some information about the final task. This will require leaders to prepare a short presentation for the course facilitators focusing on the leadership project which was undertaken and the impact this has had.

Ongoing support

Throughout the duration of the programme, the course facilitators will be available to provide any support required. This will include one planned check-in between each of the meetings.



Teaching and Learning Reviews

Teaching and learning reviews are a highly effective way of evaluating your current provision.

The benefits of an external review are...

- An external review can provide a 'fresh' and detached point of view
- The external reviewers provide a neutral perspective
- An external review provides validation of the good work being done in your school



- Are a supportive experience
- Are led by the Director of School Improvement (Deb Kenny)
- Can involve leaders from other Owlcotes Schools
- Can take place over a half or full day
- Are fully bespoke and focus on what you choose to focus on
- Conclude with a comprehensive written report which can be shared with other stakeholders



SEND

Reviews

The reviews are supportive- they are done 'with' no 'to'.

The resulting report will highlight areas of good practice and can be shared with other stakeholders.

The review provides the school SENDCo with valuable experience of reviewing provision.

Conducted by the Director of School

Improvement, a SEND review/

evaluation looks at the statutory and non-statutory aspects of SEND in your school.

The reviews typically take place over half a day.



Subject Leader *Support*

There are a number of ways the Owlcotes Multi-Academy Trust can support subject leaders:

- 1:1 or group support in school
- Support from Specialist Practitioners
- Training sessions for staff who are new to subject leadership

1:1 or group support in school

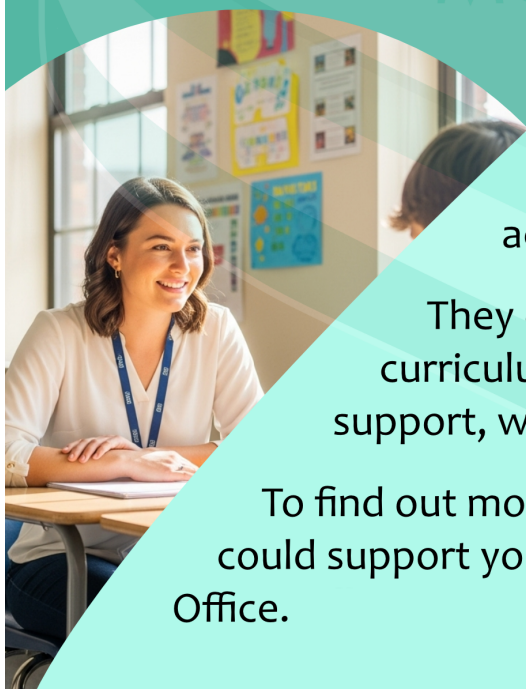
Our experienced leaders can provide bespoke support to your subject leaders, either on a 1:1 or team basis. This offer is fully bespoke and will focus on your identified areas for development. This could include developing the subject leader as well as developing the subject.

Specialist Practitioners

Across the Trust we have a number of Specialist Practitioners (formerly known as Specialist Leaders of Education or SLEs) who have been through an assessment process to gain the Trust accreditation.

They can provide support across a wide range of curriculum areas and can offer staff meetings, 1:1 support, workshops etc.

To find out more about how our Specialist Practitioners could support your school, please contact the main Owlcotes Office.





New to Subject Leadership

Training

Run over three sessions, this training is aimed at staff who are either new to subject leadership or who are in their first few years and would like some support with getting to grips with the role of subject leader and the responsibilities that come with it.

To enquire about booking a place, contact the Owlcotes office.

Day 1

Laying the foundations:
understanding the role

02.10.25

Day 2

Curriculum, teaching
& learning and
assessment

27.11.25

Day 3

Monitoring,
development and
leadership in action

22.01.26

Venue: Pudsey Primrose Hill Training Room Time: 9.00am-12.00pm



Financial Services

Support

The Owlcotes Finance Team can provide support with a range of financial services, including:

Finance Consultancy

- Strategic planning and budgeting aligned with school development plans
- Medium term financial forecasting and scenario analysis
- Support with scenario planning and cost-saving strategies
- Deficit recovery planning
- Presentation and reporting of findings to SLT and Governors
- Acting as a trusted finance presence to ensure continuity and accuracy in financial management

Finance Training and Development

- Workshops on financial reporting, budgeting and compliance
- Continuous professional development plans for finance staff
- Support for Headteachers with the line management of business staff, including induction programmes for new finance team members

To discuss the full range of financial support services available, contact the Owlcotes office.