

## howe2news

NEWS, INSIGHTS, PROVOCATIONS AND PROFESSIONAL DEVELOPMENT OPPORTUNITIES

ISSUE 3 | 9 MARCH 2025

# Grab a cuppa, take a breath and read our latest newsletter from **howe2consultancy**

Welcome to this month's newsletter, brewed with equal parts optimism, realism and the kind of resilience usually reserved for people who've tried to fix a photocopier on a Monday morning.

If you're reading this, you're likely one of the many leaders, practitioners or wonderful individuals working in mainstream education or alternative provisions: the people who hold everything together even when the system feels like it's held together with Blu Tack and goodwill. You're navigating rising needs, shifting expectations, new frameworks, digital curveballs and the occasional "urgent" email that arrives at 4:59pm. And still, you show up with heart, humour and hope.



BEX HOWE, FOUNDER OF HOWE TO CONSULTANCY

This edition dives into the big issues shaping our sector right now: the complexity of need, the SEND reforms, attendance challenges, workforce pressures, digital demands, governance expectations and the ever evolving Ofsted landscape.

But more importantly, it offers space to pause, reflect and reconnect with the purpose that brought you into this work in the first place.

You'll find reflection questions to spark conversation, opportunities to reimagine what's possible, and a reminder that even in the midst of challenge, there is always room for creativity, compassion and growth.

So grab a cuppa, take a breath, and settle in. You're doing extraordinary work and you don't have to do it alone.

**I hope you enjoy our newsletter!**

**Warm wishes**

**Bex Howe**

*Founder and CEO, Howe To Consultancy*

ELEVATE YOUR PRACTICE. STRENGTHEN YOUR PROVISION. TRANSFORM YOUR IMPACT

## Learn more about how Bex can help & support you

### Elevate Your Practice. Strengthen Your Provision. Transform Your Impact.

Across nurseries, primary and secondary schools nationwide, I am partnering with leaders and practitioners who want more than quick fixes they want sustainable, inclusive, high quality practice that genuinely moves children and those that support them, forward. With over 30 years' experience from classroom to executive leadership, I bring a rare blend of strategic insight, practical tools, and deep understanding of SEND, leadership, and whole school culture.

**My approach is simple: developmental, not judgemental. Support that builds confidence, clarity and capability, never fear! So what do I offer?**

- 1:1 coaching for leaders and practitioners who want space to think, grow and lead with purpose
- Leadership & management development that strengthens teams, systems and everyday practice
- SEND specific whole staff development that is practical, inclusive and immediately usable
- Governance reviews & development workshops that build strategic confidence and clarity
- Developmental reviews across every area of provision, helping you identify what's working, what's wobbling and what will make the biggest difference next

Whether you're navigating inspection readiness, strengthening curriculum, improving inclusion, or simply wanting a trusted partner to help you move from overwhelm to impact, I bring the expertise, empathy and energy to help you get there.

# THE BIG ISSUES

## facing mainstream schools and alternative provisions

1

RISING COMPLEXITY OF NEED

Schools and APs are supporting pupils with increasingly complex social, emotional and mental health needs, often linked to trauma, unmet SEND or disrupted educational journeys.

**Reflection questions**

- What do your pupils’ behaviours and emotions tell us about their unmet needs?
- How well do your environments and routines help children feel safe, connected and ready to learn?

**Opportunity**

A chance to redesign provision around belonging, relational practice and emotional safety creating cultures where pupils can regulate, re-engage and rebuild trust.

2

PRESSURES WITHIN THE SEND SYSTEM

The government’s Every Child Achieving and Thriving White Paper highlights inconsistent access to support, over reliance on EHCPs and unsustainable financial pressures. Many families still experience the system as confusing or adversarial.

**Reflection questions**

- How clear and accessible is your graduated response?
- Where are the pinch points where families feel unheard or unsupported?

**Opportunity**

Strengthening early identification, co production and inclusive classroom practice reduces escalation and helps more children thrive without needing crisis level intervention.

3

ATTENDANCE AND DISENGAGEMENT

Persistent absence remains a national concern, particularly for vulnerable pupils. APs are seeing more young people who feel disconnected from mainstream education.

**Reflection questions**

- What are the stories behind your attendance patterns?
- How do we rebuild a sense of safety, purpose and belonging for pupils who have disengaged?

**Opportunity**

A renewed focus on relationships, flexible pathways and personalised curriculum models that meet pupils where they are not where we wish they were.

ONE SMALL MEANINGFUL ACTION

As you step back into the rhythm of your week, I’d love you to choose one small, meaningful action that will make things feel a little lighter, clearer or more hopeful in your setting. **Not a grand plan. Not a whole school overhaul.** Just one intentional step that helps your pupils feel more **understood**, your staff feel more supported, or your systems feel more **aligned** with your values.

4

STAFF WELLBEING, RECRUITMENT & RETENTION

Workforce shortages, rising expectations and the emotional load of supporting high need pupils are placing significant strain on staff. Recruitment is increasingly difficult, particularly in specialist roles.

Reflection questions

- What do your staff need to feel valued, supported and able to sustain their impact?
- How do we create a culture where asking for help is seen as strength, not weakness?

Opportunity

Investing in coaching, supervision and emotionally intelligent leadership strengthens resilience, improves retention and models the relational culture we want for pupils.

5

OFSTED EXPECTATIONS & INCREASED GOVERNANCE ACCOUNTABILITY

The current framework places strong emphasis on curriculum, behaviour, leadership and safeguarding. Governors and trustees now face heightened expectations around strategic oversight, culture, inclusion and the lived experience of pupils especially the most vulnerable.

Reflection questions

- How confident are your governors in understanding the needs of our cohort and the intent behind our curriculum?
- What evidence of impact already exists in your daily practice that we may be overlooking?
- How aligned are leaders and governors in their understanding of risk, culture and improvement priorities?

Opportunity

A chance to strengthen governance through clearer narratives, shared language and purposeful evidence.

Reflective tools like The Pentagon of Development and a governor review help leaders and governors articulate strengths, identify barriers and demonstrate impact with confidence and coherence.

6

DIGITAL CHALLENGES & OPPORTUNITIES

Digital challenges and opportunities Schools are navigating rapid shifts in technology: AI, online safety, digital literacy gaps, and the need for staff confidence in using digital tools meaningfully.

Reflection questions

- How well do your pupils understand

digital safety, identity and wellbeing?

- What support do staff need to feel confident and purposeful in their use of technology?

Opportunity

Thoughtful digital strategy can enhance accessibility, personalise learning and reduce workload but only when grounded in clear values and staff readiness.

7

SYSTEM REFORM AND UNCERTAINTY

The White Paper sets out ambitions for stronger MAT systems, improved outcomes for disadvantaged pupils and a transformed SEND landscape. For many leaders, this brings both hope and uncertainty.

Reflection questions

- What parts of your culture and practice are strong enough to anchor you through change?
- Where do you need clearer systems, shared language or a more strategic approach?

Opportunity

A moment to strengthen organisational identity, clarify purpose and build sustainable, values led improvement.

WHAT COULD THE ACTION BE?

- ▶ Maybe it's a **conversation** you've been meaning to have?
- ▶ Maybe it's a **barrier** you're ready to name?
- ▶ Maybe it's a **strength** you want to celebrate properly?
- ▶ Maybe it's simply **giving yourself permission** to pause and breathe?

# development opportunities

DEVELOPMENT OPPORTUNITIES FROM HOWETO CONSULTANCY & OTHER PROVIDERS

## Leading inclusion & SEND with confidence: One-day practical workshop for school & AP leaders



howeto?



Friday 1 May  
9.30-3.00pm



The Woburn Inn, 1 George  
Street, Woburn, MK17 9PX



bex.howe@howetoconsultancy.  
co.uk or call 07957 463581



£189  
per  
person. Includes  
lunch.

Discount price (for 2 or more  
people from the same school):  
£170 per person

**A powerful, hands on day designed for leaders who want clarity, confidence and a clear plan for delivering high quality, inclusive provision under the 2025 Ofsted framework.**

This practical workshop cuts through the noise and gives SEND and Inclusion leaders the space, tools and guidance to understand what's changed, what it means for their setting, and how to lead with impact.

### What the day covers:

- A shared understanding of the 2025 Ofsted changes and what they mean for Inclusion and SEND leadership
- What inspectors will want to see in practice — not just in policies or paperwork
- How to shape an inclusive culture that is lived, not laminated, and how to communicate that confidently
- Translating the framework into your own leadership identity,

influence and daily practice

- **Building your leadership narrative:** what you want inspectors to understand about your pupils and what you want them to see in action.

### Practical auditing and reflection

Leaders will use a suite of ready made tools to review their current provision across:

- Culture & ethos
- Identification & assessment
- Curriculum & teaching
- Interventions & support
- Leadership & systems
- Outcomes, including wellbeing, attendance and preparation for adulthood

This is an honest, supportive space to identify strengths, gaps and opportunities.

### From reflection to action

You'll leave with a clear, realistic improvement plan, including:

- **90 day priorities** to build momentum
- **6-12 month development goals**, such as curriculum adaptation, staff development, assessment cycles, intervention impact and pupil voice
- **Long term strategic vision**, including culture change, multi year curriculum accessibility, partnership working, preparing for adulthood and aligning SEND with whole school improvement.

### Why attend?

This workshop is ideal for SEND and Inclusion Leads, AP leaders and senior staff who want:

- Clarity on the new framework
- Practical tools they can use immediately
- Space to think strategically
- A roadmap for sustainable, affordable improvement
- Confidence in telling the story of their provision

## Ofsted 2025 framework: What governors need to know



howeto



Monday 18 May 2026  
6-8pm



Online



bex.howe@howetoconsultancy.  
co.uk or call 07957 463581

### A focused 2 hour online session for school and academy governors.

The new Ofsted 2025 framework brings a stronger emphasis on inclusion, culture and the lived experience of pupils and governors play a crucial strategic role in ensuring their school is ready.

In this practical, accessible session, governors will explore:

- The key changes in the 2025 framework and what they mean for governance
- What Ofsted will expect

governors to understand and articulate, especially around Inclusion and SEND

- How to provide effective support and challenge without slipping into operational detail
- How to “know your school” strategically, using the right questions and the right evidence
- How to interpret SEND and inclusion information to understand strengths, gaps and risks
- A simple audit lens and question bank governors can use immediately

£49  
per  
person

Discount for more than one person  
from an organisation: £44 per  
person

### Why attend

This session gives governors the clarity, confidence and practical tools they need to fulfil their statutory duties under the new framework. Perfect for new and experienced governors who want to feel strategically assured, inspection ready and able to champion inclusive practice at board level.

# their side of the story

WHAT OTHERS SAY ABOUT HOWTOCONSULTANCY

## Senior Leader, Primary School

Bex has a rare ability to turn complexity into direction. Her strategic guidance helped us refocus, align our priorities and build a roadmap that is both ambitious and achievable.



# Future Resilience

As an ex headteacher in multiple schools I always wanted my staff and the students to have the edge by being high performing but not at the expense of their wellbeing and energy levels so they could sustain success. Our services give schools this 'edge.'

At Future Resilience we are experienced senior leaders with track records of school improvement who are all highly qualified in leadership and resilience coaching.

Programmes/services booked by the end of April to start sometime in 2026 will get 10% off. Our 5 most popular services are noted below.



## The Leadership Edge Programme

This programme of assessment, workshop and coaching equips leaders with the tools to **strengthen resilience** and increase **leadership capacity** to they can be **more strategic**, high performing and lead with confidence and clarity. It will **reduce burnout** and **increase staff attendance** and **retention**.



## Leadership Coaching

**One to one** coaching for those with aspirations to become a leader to more established leaders including headteachers or executive leaders. **Team coaching** is also offered here. This will **develop self awareness** and **unlock potential** leading to high performance.



## Pupil Case Sampling Service

A **review of inclusion** aligned with the OFSTED framework that evaluates how the school supports pupils who have barriers to learning/wellbeing. It will prepare you for an OFSTED inspection but also help you plan how to **support groups of pupils** to be even more successful.



## Instructional Coaching Set Up Programme

This programme gives guidance and **training for leaders** to set up and evaluate a low cost **high-impact** professional development programme that improves the **quality and consistency of teaching**.



## Headspace Programme

This intervention of five sessions aims to support pupils in **KS4 or KS5** to build their **resilience** by giving them the tools to manage their capacity and **headspace** so they can remove barriers, set goals, plan actions and accept accountability for them. This programme improves **attendance, behaviour** and **pupil attainment**.

**Try before you buy** ... a 45 minute experience of a programme of your choice for £49 to help you understand the content and delivery so you can make an informed choice.

Book a call now to tell us what you need so we can tailor a package to suit you

Mark Little  
Founder of Future Resilience  
Accredited Resilience Coach



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Virtual  
Training



Consultancy  
and review



On-site  
Training



# Safeguarding Support and Consultancy

## **Safeguarding is everyone's responsibility!**

As a seasoned Senior Leader in the educational sector, I bring extensive experience in safeguarding, demonstrating a deep commitment to ensuring the welfare and protection of children and young people.

My comprehensive understanding of safeguarding policies and procedures is complemented by a proactive approach to implementing effective strategies that foster a safe and inclusive environment. I excel in training and supporting staff, ensuring they are equipped with the necessary skills and knowledge to identify and address safeguarding concerns.

My collaborative nature enables me to work effectively with multi-agency teams, driving a culture of vigilance and empathy across organisations.

Since forming SBC, I now have the privilege of working with like minded professionals with a passion for keeping children safe.

### **Training**

- Safeguarding
- Prevent
- County Lines
- Contextual Safeguarding

### **Supervision**

- DSL
- DDSL
- Behaviour Lead

Individual or  
group sessions

**Coaching and  
Mentoring for newly  
appointed  
DSL/DDSL's, support  
with audits, reviews  
and processes.**

## **Sessions can be held in person or virtually.**

If you would like to discuss any areas of development or support SBC can provide, please contact me.



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