

howe2news

NEWS, INSIGHTS, PROVOCATIONS AND PROFESSIONAL DEVELOPMENT OPPORTUNITIES

ISSUE 2 | 1 DECEMBER 2025

Welcome to your December edition of howe2news.



BEX HOWE, FOUNDER OF HOWETO CONSULTANCY

As the year wraps up and we reach for the mince pies, the UK education landscape has been anything but quiet.

Since October, we've seen bold and exciting changes, including the official launch of the new Ofsted Framework and a major shake-up of the National Curriculum.

These updates are all about preparing young people not just for exams, but for life and giving educators the freedom to do what they do best.

Curriculum and Assessment Review:

A Big Step Forward

In November, the Department for Education unveiled the long-awaited Curriculum and Assessment Review, led by Professor Becky Francis. It's the biggest reform in over a decade, and it's got people talking, in a good way!

What's Changing?

- **Future-Ready Curriculum:** Core subjects meet life skills and digital know-how
- **Oracy Gets a Seat at the Table:** Speaking and listening now matter as much as reading and writing
- **Assessment Reform:** Less pressure, more purpose
- **Well-being Matters:** Mental health

and emotional development take centre stage

- **Equity and Inclusion:** Every child, every background, every chance to thrive.

What It Should Mean for You?

- Less admin, more impact
- More time with the children, less time with the paperwork
- A curriculum that reflects the world they're growing up in.

As we step into 2026, one thing's clear: education is evolving, and you, our brilliant practitioners and leaders, are leading the way. Thank you for showing up with purpose, courage, and heart. You're not just teaching, you're transforming lives.

Warm wishes Bex Howe

Founder and CEO, Howe To Consultancy

“As we step into 2026, one thing's clear: education is evolving, and you, our brilliant practitioners and leaders, are leading the way”

THINGS BEX LOVES



BEING BEX, SPENDING TIME WITH FRIENDS, HUSBAND & SON.



PET PARENT TO DENNIS - A COCKAPOO AND TWO CATS, EMMET & FREDDIE



WATCHING FOOTBALL, MORE PRECISELY ARSENAL - DON'T JUDGE ME!



WATCHING FILMS, WITH MARY POPPINS TOPPING THE LIST

THINGS BEX HATES



RAIN WHEN THE GARDEN HAS ALREADY HAD IT'S FILL



FILLING MY CAR UP WITH FUEL



USING MODERN TECHNOLOGY



RUNNING LATE

Ofsted Leadership & Governance: What school leaders must know

Following the launch of the new Ofsted inspection framework on 10th November 2025, leadership and governance face transformed evaluation. Previously called 'Leadership and Management', this area has been refined area reflects clearer distinction between leadership actions and governance oversight.

According to Sir Martyn Oliver, Ofsted's Chief Inspector:

"Leadership and inclusion are the bookends of what we do" – highlighting how critical this evaluation area is to your inspection outcome".

What's Changed in the 2025 Framework?

- Renamed to 'Leadership and Governance' a clearer focus on distinct roles
- New 5-point grading system (Exceptional to Urgent Improvement)
- No overall effectiveness grade, a detailed report cards replace single judgements
- Enhanced focus on staff well-being, now explicitly evaluated
- Greater emphasis on context, a recognition of unique school circumstances
- All changes effective from 10th November 2025
- Why This Evaluation Area Matters

Leadership and Governance is often a critical area because:

- It influences every other area, weak leadership undermines everything else
- It determines your school's trajectory as effective leadership drives continuous improvement
- It can trigger intervention if graded 'Urgent Improvement', your school may be placed in a category of concern requiring significant improvement
- Leadership and inclusion are the bookends and they frame everything else that happens in your school.

What Will Ofsted Evaluate?

- Strategic Leadership and School Improvement
- Managing the School Effectively
- Professional Learning and Development
- Governance
- Staff Well-being (NEW Explicit Focus)
- Stakeholder Engagement

Meeting the 'Expected Standard'.

Leadership and Governance meets the expected standard when all the following apply:

- Leaders and governors have accurate understanding of strengths and areas for development
- Leaders prioritise the right actions to tackle significant barriers to learning
- The school is managed effectively with strategic staff deployment
- There's a coherent professional learning programme developing teaching quality
- Governance provides effective strategic oversight and challenge
- Leaders support staff well-being and create sustainable working conditions
- The school meets all statutory duties
- Leaders work effectively with parents and the wider community.

KEY PREPARATION STEPS

1 CONDUCT A LEADERSHIP AND GOVERNANCE AUDIT

If you have not commissioned an audit in the past 3 years feel free to contact me: bex.howe@howetoconsultancy.co.uk to book one.

Self-reflection questions:

- Do we accurately understand our strengths and weaknesses?
- Are we prioritising the right improvement actions?
- How do we know our actions are having impact?
- Is our professional learning improving teaching quality?
- How effective is our governance?
- Are we supporting staff wellbeing adequately?

2 STRENGTHEN YOUR SELF-EVALUATION

Ensure it's

- Accurate and honest – based on evidence, recognising strengths and weaknesses
- Strategic and focused – prioritising 3-5 key actions with most impact
- Shared and understood – all leaders, governors and staff know the priorities?

3 REFINE YOUR SCHOOL IMPROVEMENT PLAN

If you would like some support with this please contact me: bex.howe@howetoconsultancy.co.uk.

- Focuses on 3-5 priorities maximum addressing significant barriers
- Is evidence-based with clear rationale for chosen approaches
- Is realistic and sustainable – considering staff capacity and well-being
- Shows impact – with clear success criteria and monitoring

4 DEVELOP YOUR GOVERNANCE

If you would like some bespoke governance training on this please contact me: bex.howe@howetoconsultancy.co.uk (this can be on-line if more suitable).

Support governors to:

- Understand their strategic role vs operational management
- Access varied information – not just leaders' reports
- Provide effective challenge – probing questions about impact
- Undertake appropriate training to fulfil their responsibilities

5 PRIORITISE STAFF WELL-BEING

If you would like some support with writing your policy and creating your well-being action and development plan please contact me: bex.howe@howetoconsultancy.co.uk.

Take concrete action:

- Survey staff about workload and well-being
- Reduce unnecessary tasks – audit and remove work that doesn't add value
- Create positive culture – recognise contributions and address morale issues
- Provide support – systems to help staff facing difficulties

6 ENSURE THAT PROFESSIONAL LEARNING HAS IMPACT

I create and deliver a wide range of training programmes to meet the needs of individual schools. If you would like to talk to me about supporting you with a specific training need contact me at bex.howe@howetoconsultancy.co.uk.

Check your CPD

- Links to school priorities and focuses on teaching quality
- Is evidence-informed – based on research and best practice
- Builds collective expertise through collaboration
- Is evaluated – showing improved teaching and pupil outcomes

7 GATHER YOUR EVIDENCE

Organise documentation showing:

- Links to school priorities and focuses on teaching quality
- Is evidence-informed – based on research and best practice
- Builds collective expertise through collaboration
- Is evaluated – showing improved teaching and pupil outcomes

development opportunities

DEVELOPMENT OPPORTUNITIES FROM HOWETO CONSULTANCY & OTHER PROVIDERS

Key Preparation Steps for Ofsted:

Feeling more prepared and confident to lead your school into inspection



howeto?



Monday 23 February
9.30-12.30 - 3 hours



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



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

This practical based workshop will empower leaders to embed inspection readiness into everyday practice and equip leaders with the strategic insight and practical tools to meet the revised 2025 Ofsted Leadership and Governance criteria.

We will cover the framework changes, including the new grading system, explicit staff well-being focus, and context recognition.

Leaders will explore the six evaluation strands through real scenarios, audit prompts, and collaborative planning.

Key messages:

- Inspection readiness stems from strong leadership, where every action shapes the narrative
- Well-being and inclusion are foundational
- Leadership clarity and confidence is essential

Through the use of practical templates, peer reflection, and action planning, attendees will leave feeling more confident, prepared, and impact-driven to meet the leadership and governance evaluation criteria of the 2025 Ofsted Framework.

£110
per
person

**20% discount for 2 or more
persons from the same Trust/
School: £88 per person**

Insights Delivery Workshop



howeto?



Thursday 5 February
9.30-17.00pm



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



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

**Have you ever wondered why you
find it more difficult to connect with
certain people?**

Come and find out why!

Developing your understanding and working knowledge of the Insights Colour Energies will enhance your self-awareness, communication, and collaboration by revealing your own personality preferences.

Understanding your dominant energy

will help you to adapt, build stronger relationships, manage stress, and lead more effectively—boosting both your personal growth and professional performance.

Join me on Thursday 5th February 2026 at The Woburn Inn, 9.30am to 5.00pm, for a full days immersion into the colour energies. You will receive your own personalised profile and have the opportunity to explore how you can use the colour energies in your personal and professional lives.

£290
per
person

Cost: £290 per person plus VAT.

This includes:

- Your profile (electronic and hard copy).
- Colour blocks
- Refreshments (including lunch).
- Fun and enlightening day of activities and great discussion.

**Complete the booking form to
secure your place (only 20 available).**

Champion Healthy Relationships with Dignify



Sexual harassment and inappropriate content sharing are rising concerns in UK schools. Dignify, powered by One YMCA, helps schools tackle these challenges head-on in alignment with RSE Guidance and Ofsted expectations.

We offer engaging Parent & Family Workshops for Years 5–6, and in secondary schools, our Dignify Survey

reveals what students are really experiencing. Backed by assemblies, teacher training, and expert-led workshops, we empower whole-school change.

25 schools can access our Survey for free – act fast!

Email education@dignify.org to explore how we can support your school.

Let's make healthy relationships the norm, not the exception.

their side of the story

WHAT OTHERS SAY ABOUT HOWTOCONSULTANCY

Adam, Chair of Trustees

Having the opportunity to work with professional people I'd never normally get the chance to partner, and learn from those professionals has been an incredibly beneficial part of my work this year. You are the personification of this, an expert in education, but with the mindset of a private company Managing Director in how you can deconstruct, plan, deliver and measure. I've not seen your equal before in education and It's been an absolute pleasure working with you, thank you for everything you have done for us.



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.

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.

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.**



tracydutton@s-b-consultancy.co.uk



07549 669923



Virtual
Training



Consultancy
and review



On-site
Training



SBC
Safeguarding & Behaviour Consultancy

**A certified Supervisor with ten years experience as a
Senior Leader for safeguarding and behaviour**

Safeguarding Supervision

**Safeguarding supervision is
crucial for professionals involved
in safeguarding activities.**

**It allows practitioners to
thoughtfully reflect on their
work, consider various
alternatives, and refine their
practices.**

**A positive supervisory
experience enhances decision-
making abilities, mitigates stress
and burnout, improves
performance, and aids in staff
retention.**

**Effective supervision also fosters
a strong safeguarding culture
within organisations.**

**Facilitates
capable,
efficient, and
independent
decision-
making**

**Assist staff in
developing
comprehensive
plans aimed at
fostering positive
outcomes for
children and
families.**

**Cultivates a
relationship that
ensures staff
feel appreciated,
supported, and
motivated**

**Foster the
growth of
employees'
emotional
resilience and
self-awareness**

**Promotes a
culture of
continuous
learning within
the organisation**

For more information, or to arrange a discussion, please do not hesitate to get in touch.

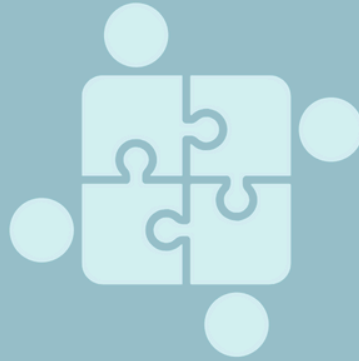


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07549 669923

Future Resilience



As an ex headteacher in multiple schools I always wanted...

Leaders who were strategic rather than operational

Leaders who had the energy, curiosity and capacity to be high performing

Future leaders who had the leadership skills to thrive



How resilient are we?

We can assess where your organisation's resilience is currently at and help you track it to see how it improves



What strategies can help build resilience?

We can deliver bespoke workshops that introduce evidence based strategies that work



How can we apply and sustain these changes?

We offer professionally qualified executive leadership coaches to deliver 1-1 or group/team coaching to help you decide what actions you need to take to build the capacity that will meet and exceed your demands



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

 **07906 364349**
 **mark@futereres.co.uk**

