



Reflective supervision for leaders

Confidential support for headteachers and leaders in schools

“ I decided to sign up for reflective supervision as I recognised that my stress levels were starting to build and I felt I needed some support to stop this from escalating. It has given me the opportunity not only to offload but to reflect on these emotions ”
Headteacher

WORK WELL, LIVE WELL, STAY WELL



Leaders must be close enough to relate to others,
but far enough ahead to motivate them

John Maxwell





Resilient leaders will benefit from regular reflective supervision – it's a space where you can consider the impact that your challenging role can have on you and a place where you can feel supported to offload and put strategies in place to promote your wellbeing and enhance your effectiveness.

What is reflective supervision?

Reflective supervision is a confidential environment for you to address the impact your work is having on you and to find ways to help you resource yourself to become a more reflective and effective leader. Headteachers have reported that it helps with the emotional demands of the work, improves self-care skills and helps avoid stress, burnout and sickness absence.

How does it work?

Reflective supervision takes place during the school day with a trained practitioner selected by Occupational Health. It's an opportunity to talk in confidence without judgement, to gain insights and new understanding, and to develop ways to resource and support yourself in your role as leader. Each session is 90 minutes and will be held four times during the academic year, off-site and at a mutually convenient time.

How can it help?

Headteachers in Gloucestershire are already benefitting from reflective supervision, reporting that:

- 84%** felt that the sessions had a positive impact on their work life
- 95%** felt that the sessions had made them feel 'more confident' in managing the demands at work
- 100%** strongly agreed that they would use reflective supervision if it were offered in the future

Why is reflective supervision being offered?

Mental health issues, including stress, anxiety and depression are the largest causes of long-term sickness absence and headteachers are particularly vulnerable given the isolation of the role and the expectations placed upon them. Headteachers are facing increased pressure to deliver quality services within strict financial targets and under greater scrutiny than ever.

Schools and colleges are feeling the strain of trying to meet the challenging mental health and social care needs of pupils and students, and in some cases their families. Schools are often dealing with complex and challenging issues, including multi agency and child protection legislation. Headteachers and line managers often feel they lack the requisite level of skills or resources themselves to support their staff.

It's important to support school leaders because of the impact that the work can have upon wellbeing and mental health.

Reflective supervision can help headteachers by:

- Improving emotional wellbeing
- Increasing capacity to fulfil the role
- Developing knowledge and support skills
- Increasing resilience to stress
- Reducing the sense of isolation

Reflective supervision will help the school by:

- Improving emotional wellbeing at the top of the school
- Creating leaders who are better resourced in their role
- Reducing risk of staff absence and under-performance
- Supporting a culture of good mental health throughout the school
- Providing a model for delivering supervisory support to inform school policy and good practice around good mental health at work



Where can I find out more?

Occupational Health is offering reflective supervision to improve staff wellbeing and enhance effectiveness in schools and colleges. To find out more about how you can purchase these sessions for headteachers and school staff at reasonable rates, contact: ohu@gloucestershire.gov.uk



I don't often look at the positive impact my leadership has had at the school and focusing on this rather than the negative has been good for me and my home life too

Headteacher



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Gloucestershire
COUNTY COUNCIL

