

Psychotherapeutic Support Programme

EDUCATION OFFER



Qualified BACP registered Psychodynamic
Therapist with over 30 years' experience of
working in leadership roles in schools.



- A time-limited programme offering targeted, high-impact support to a small group of staff
- Launching in September as a proactive investment in staff wellbeing
- Designed to strengthen staff retention and reduce turnover
- Aimed at improving staff absence and supporting sustainable attendance
- Focused on depth, continuity, and meaningful therapeutic support
- Grounded in an understanding of the pressures of school and trust leadership



OVERVIEW

This proposal outlines providing in-depth psychological support to a small cohort of staff. There is capacity to support up to twenty members of staff across the trust, each receiving 20 weekly one-to-one sessions delivered across the academic year. This program reflects the new Ofsted Framework's growing focus on staff well-being.



RATIONALE

Staff in senior or emotionally demanding roles often delay accessing support until difficulties escalate. Brief or reactive interventions rarely deliver sustained benefit.

A 20-session psychodynamic model allows:

- Psychological safety and trust to develop
- Reflection on patterns under sustained pressure
- Integration of insight into day-to-day leadership and practice
- Reduced risk of relapse or repeated absence



COHORT

Staff may include:

- Senior leaders or staff with high responsibility
- Those at risk of stress-related absence or currently on long term absence
- Staff navigating significant professional or personal challenge
- Staff who work in challenging safeguarding roles

Participation is voluntary, confidential, and supportive, not remedial.



DELIVERY

- 20 Weekly 1:1 sessions (50 minutes)
- 2 slots: Terms 1-3 – September to February
Terms 4-6 – February to July
- Remote (Telephone or TEAMS – by agreement with the staff)
- Staff are either allocated time in the day as protected time, or the sessions take place in the evening
- Delivered by a qualified psychotherapist with prior senior leadership experience in schools



GOVERNANCE & SAFEGUARDING

- Clear confidentiality and safeguarding framework
- Aligned with Trust HR, EAP, and Occupational Health policies
- Anonymised, thematic feedback shared with the Trust at pilot midpoint and conclusion



INVESTMENT



Price available on request

We would be happy to discuss this further with you.



Investing in staff wellbeing today creates healthier schools, stronger leadership, and more sustainable futures.

