



Connecting



**CST Annual
Conference 26**

15 & 16 October, ICC, Birmingham

#CSTConf26

How can trust teams best support modern headteachers to succeed?

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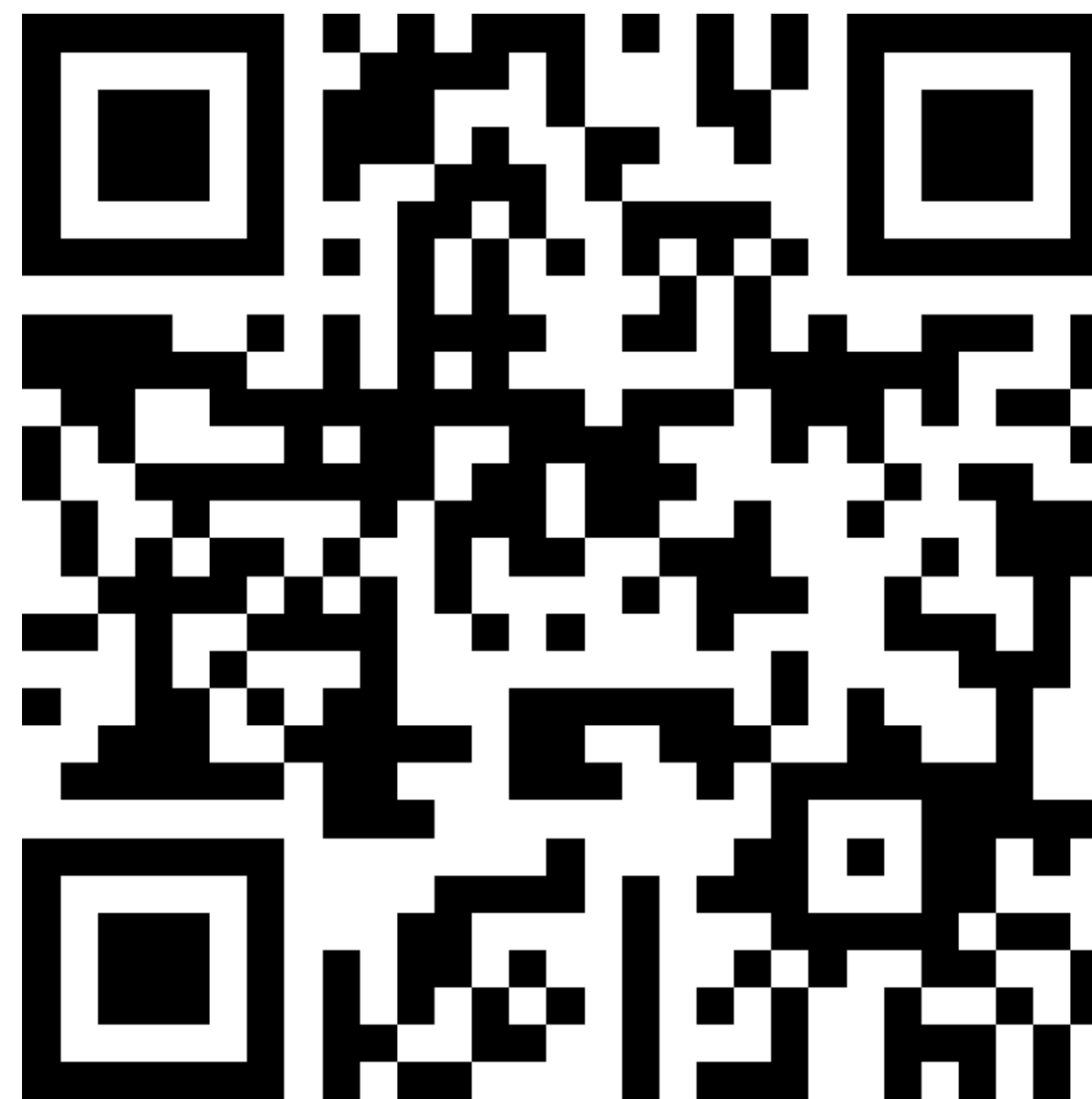


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Audience Q&A





Only 37% of deputy and assistant heads now say they want to become a head, down from around 55% in 2017.

How has the role evolved?

Ask us a question!



Why school trusts?



Ask us a question!





How can trust teams best support modern headteachers to succeed?

Reducing friction



"If you're going to make a headship that people want to apply for, it needs to be really clear. Hey, if you e-mail HR, that's fixed in half a day. If you want quality of education or teaching, learning and curriculum to be sussed, you've got agency within these parameters. And the directorate really should be the enabling structure there."

Ask us a question!



Amplifying expertise



"If we building a culture where head teachers don't feel smaller, but where they can create a bigger impact because of the tools and structures that the trust can provide, then I think we're in a really exciting place for the growth of trusts."

Ask us a question!



Empathy



"All listening needs to turn into supportive action. We've spoken about heads being awash with complaints or permanent exclusions. Those are new and knotty problems. So, the head teacher needs to understand that the person listening will be an enabler, or just listen with a view to brokering support. That has to be the thing."

"Understanding what it's like for your heads from the minute they arrive at 7 to when they probably leave around 6... knowing those school contexts, not making assumptions and regularly communicating... I think is absolutely essential."

"Context is everything and assumptions are the death of good trust support"

Pair and share



Could you identify today which of your headteachers are struggling?

How can you reduce friction as a senior leader in the daily lives of heads?

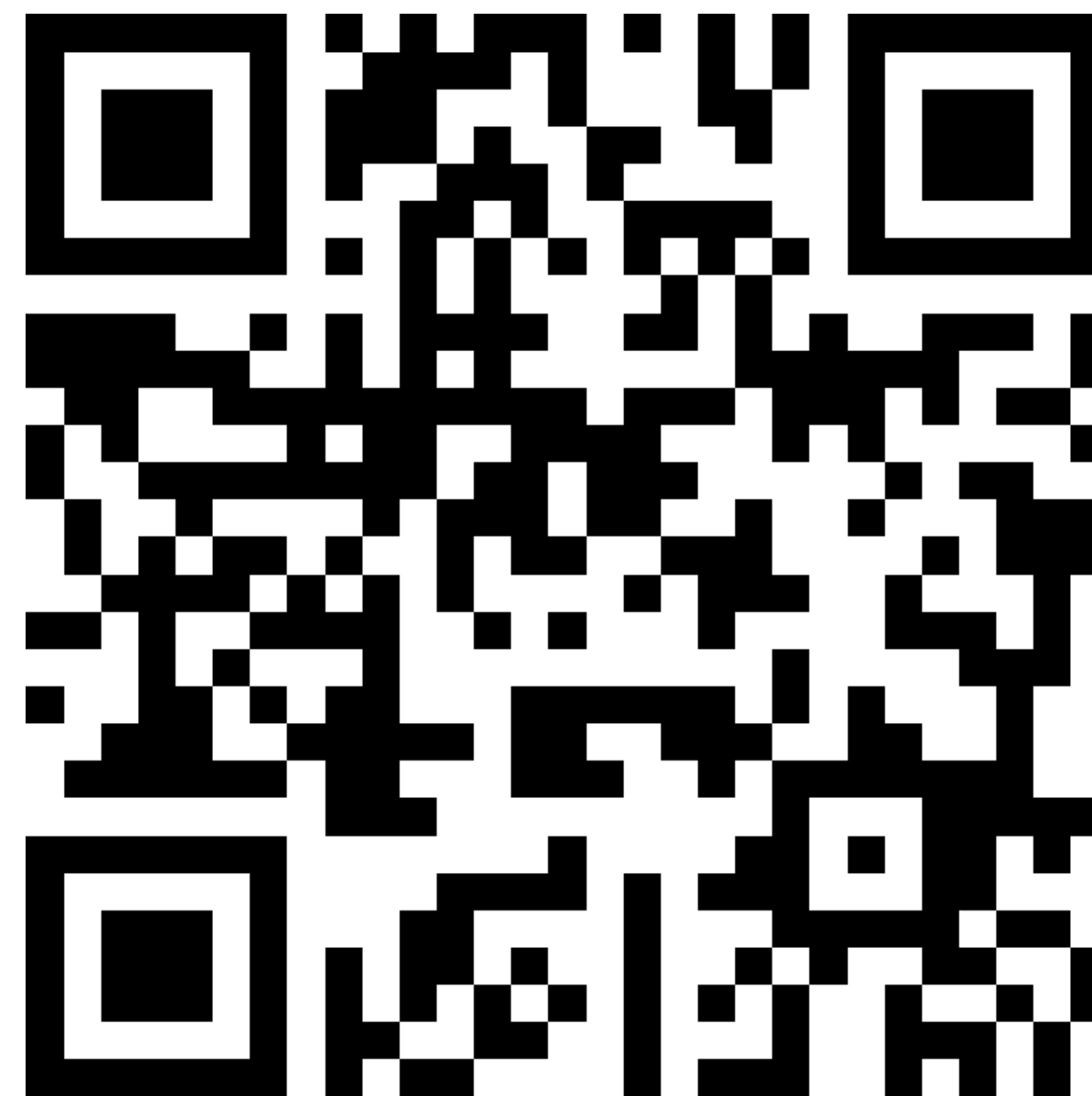
How can you amplify expertise across your trust?

How is headship positioned culturally in your trust?

How can you strengthen the pipeline into headship?



Audience Q&A





"One of the most humbling things that happens when you have a proper headship is that sense of loneliness when you close the door. The central team should exist to prevent that feeling of loneliness."

Thank you



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