

Don't Lose Your Head: Strategies for School Governors to Support and Retain Headteachers



- Role and Challenges of Headteachers
- The impact of turbulence in leadership
- Governors' role in leader retention
- Practical Strategies for Retention and Wellbeing

Key responsibilities
and leadership
demands

Setting Vision

Ensuring Pupil Progress

**CEO – Finance, Health and
Safety, Safeguarding,
Premises management, HR,
Compliance**

**Additional responsibilities in
a Jewish school**



Common pressures and stressors faced by headteachers



Heavy Workload

Accountability Pressures

Complex Stakeholder Relations

Crisis Management

Communal profile

The latest school workforce data from the DFE indicates that

- three in ten primary headteachers leave their post after 5 years.
- 14% of secondary headteachers walk away after just one year of service,
- more than a third after 3 years and almost 4 in 10 after 5 years.



Support Structures:

Local authorities

Academy Trusts

Unions

Colleagues

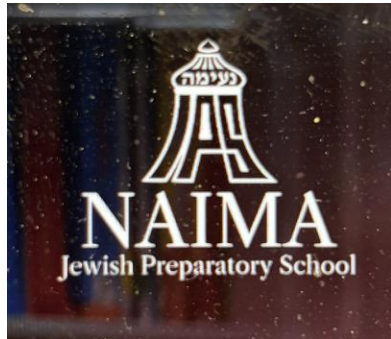
Networks

Governors



positive, negative, well-meaning but limited, destructive

<https://www.ssaturk.co.uk/blog/headteacher-retention-and-governance/>



The impact of headteacher turnover on schools

Disruption to School Stability

Impact on Morale

Effect on Pupil Outcomes

Retaining experienced headteachers supports sustained school improvement and positive outcomes.



Emotional support

Empathetic Listening

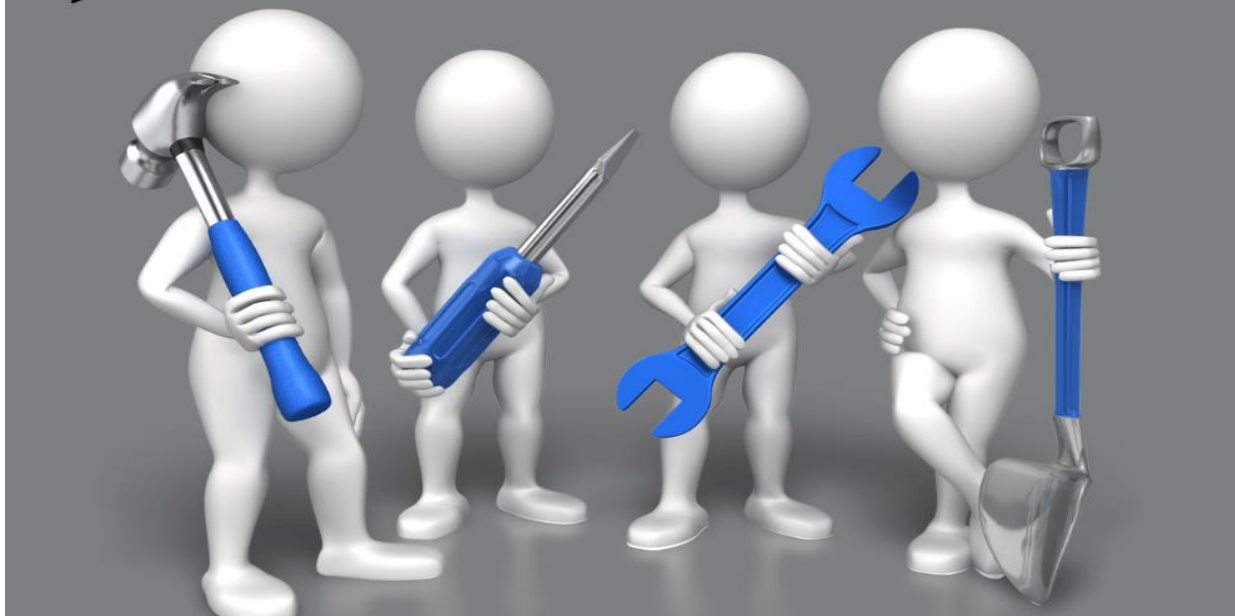
Encouragement and Support

Constructive Feedback

Regular meetings

Informal Check Ins

Proactive response



Building trust

Honesty

Confidentiality

Mutual Respect

Valuing Perspectives

**Collaborative Problem
Solving**

Positive and collaborative school culture

Culture of Respect

Shared Purpose

Supporting Wellbeing



INVEST IN YOUR HEAD

Employment package

Appraisal

**Tailored professional
development**

**Enhancing Skills and
Resilience**

Coaching

Mentoring

Opportunities

Reward



Thank and Celebrate



Spencer Lewis

Headteacher of the Year in a Secondary School

Yavneh College

Silver Winners

2025

Borehamwood, Hertfordshire

Executive head of the Yavneh College Academy Trust, Spencer is a strong, principled and highly effective school leader. He cares passionately about each member of his school community, from trainees and ECTs to senior leadership, adjunct staff and trustees — and, most of all, each and every student. Tuned into and dedicated to empowering young people, Spencer cares about their academic progress, their personal development and their journey towards becoming committed, knowledgeable young adults, who embody the school motto, 'A world built on kindness'. Spencer is unreservedly supportive of his colleagues both within and beyond the Jewish education network, where he is a much-admired figurehead in teacher training. He listens, shares practical advice and is immensely reassuring. Spencer is driven by a genuine love of every aspect of the craft of education and a desire to make a difference to students, staff and the local, national and global community.