



A Year in Review

September 2025 – July 2026

Overview

This past year has been one of meaningful growth and connection. What began in 2018 as a response to a clear gap - the absence of the reflective, confidential supervision that is well established in social work and mental health, but rare in education - has continued to build. Today, we are proud to say that Talking Heads is the UK's largest social enterprise delivering supervision in education, supporting more than 600 individuals across over 400 education settings.

Across the year, the team combined the quiet, steady work of training and supervision with a growing presence on national and international stages: from the House of Lords to the University of Sydney, from ASCL and NASS conferences to podcasts, book contributions and the shaping of national quality standards. This review captures the highlights, followed by a timeline of events in the order they took place.

Our Approach

At the heart of everything is the child or young person. The Talking Heads approach holds together the restorative function of supervision, the safeguarding of individuals and culture, and the wider system of stakeholders - keeping the young person at the centre of every reflective conversation.

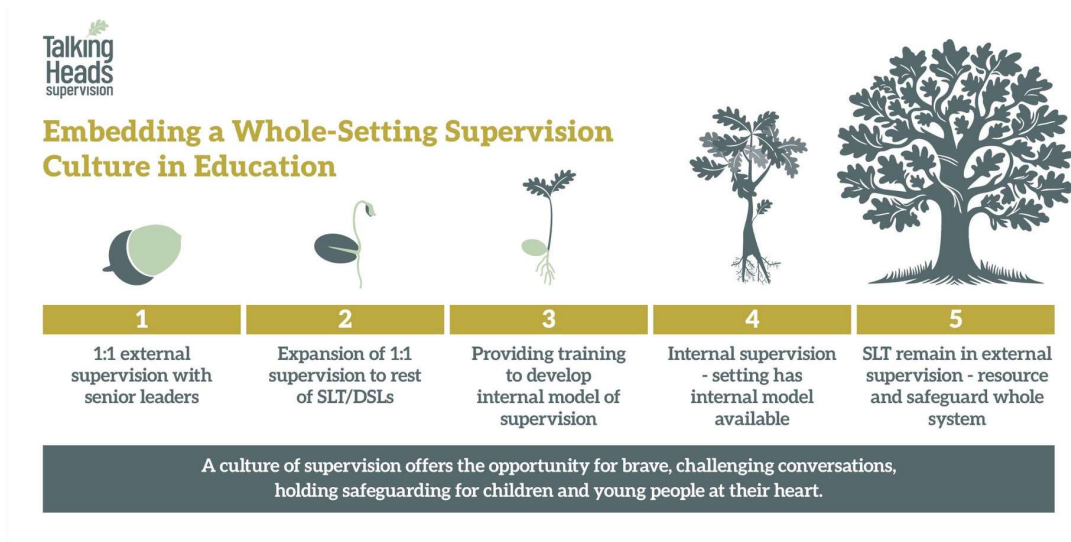


The Talking Heads Approach to Supervision

The Year in Review

A growing reach

The scale of our work continued to expand, with supervision now reaching more than 600 individuals across over 400 education settings. The Talking Heads model - a five-stage journey from external supervision for senior leaders through to sustainable, internally delivered supervision - matured through practice rather than theory, shaped by years of listening to the professionals the team works alongside. Demand for training was high throughout the year, with the October Foundation Course selling out and subsequent cohorts filling quickly.



Embedding a Whole-Setting Supervision Culture in Education

Raising the profile of supervision - nationally and internationally

The year saw us take supervision in education to some of the sector's most significant platforms. Lisa Lea-Weston and Penny Sturt contributed to a Best Practice Forum at the House of Lords in June 2026, hosted by the Institute of Recovery from Childhood Trauma. In February, Lisa joined an international panel at the University of Sydney's CREATE Conference, connecting UK practice with colleagues in Australia. Closer to home, the team was present at the ASCL conferences in Taunton and nationally, the NASS Conference, The Education People Show, and the Supervision in Education Network's annual conference. Talking Heads was also invited to help shape the national Supervision in Education Quality Standards Framework.

Thought leadership: books, podcasts and panels

Talking Heads' voice reached wider audiences through the written and spoken word. Lisa contributed the final chapter to Lisa Cherry's book *Conversations that Make a Difference for Practitioners: Caring for the People who Care*, published on 31 December 2025. The team marked World Book Day by championing colleagues' work, including Penny Sturt's *Using Supervision in Schools* and Dr Emma Kell's *Real Lives of Teachers*. Lisa also featured across a run of podcasts - *The Education Showroom*, *Beat Teacher Burnout*, *The Still Human* and others - and joined panel discussions including the launch of Amy Sayer's *How to Build a Meaningful Mental Health Curriculum*.

Training and courses

The Foundation Course - 'Learning to Be a Supervisor in an Educational Setting', built around the Integrated Model of Supervision for Schools - ran throughout the year in a blended format of in-person and online days, at venues including Friends House in Euston and Woodland Grange in Leamington Spa. The four-hour Introduction Workshop for senior leaders, governors and trustees ran repeatedly, consistently praised as practical and confidence-building. By the summer, dates for the full 2026/27 and 2027 programmes were open, reflecting strong and sustained demand.

Wellbeing and supervision in nature

Recognising the restorative function of supervision, the team developed its wellbeing offer underpinned by the Eco Sensory model. This included a Nature & Nurture Day in Chudleigh, Devon, for senior leader supervisees and an Eco-therapy Supervision training with Cedar Create and the University of Exeter as part of the wider systemic supervision course. These bespoke days give leaders rare time and space to pause, regulate and reconnect with both themselves but also each other- complementing the ongoing rhythm of monthly supervision

Community and team

Underpinning all of this is a connected community of associates. The Bi-Annual Associates Days brought the team together for shared learning and reflection, with a CPD focus this year on supporting neurodivergent supervisees, building on previous work around antiracist supervision. As the team often reflects, sustaining a well-nourished, connected group of supervisors matters deeply when working within a stretched education system.