An invitation to become an Associate Supervisor of Talking Heads Supervision

Who we are

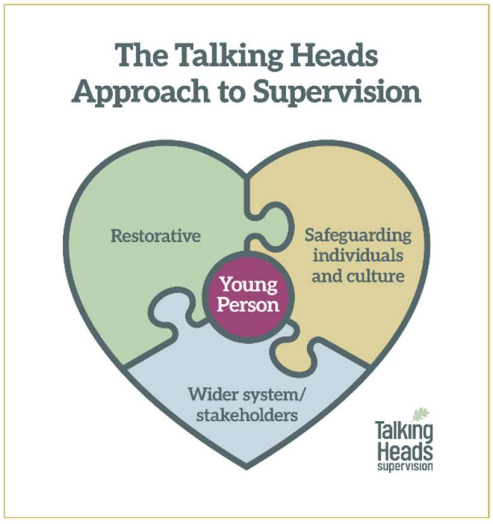
Talking Heads Supervision is a social enterprise that was founded by our Director, Lisa Lea-Weston in October 2018. We are an experienced provider of supervision in education settings and work with the aim of whole settings gradually embedding supervision within their setting.

Talking Heads Supervision provides long-term external, regular supervision to CEOs of Multi-Academy Trusts, Headteachers, school leaders and others working in education. Our Associate Supervisors are experienced professionals with a deep understanding of the education sector and children/young people.

You can learn more about us on our website – www.talkingheadssupervision.co.uk

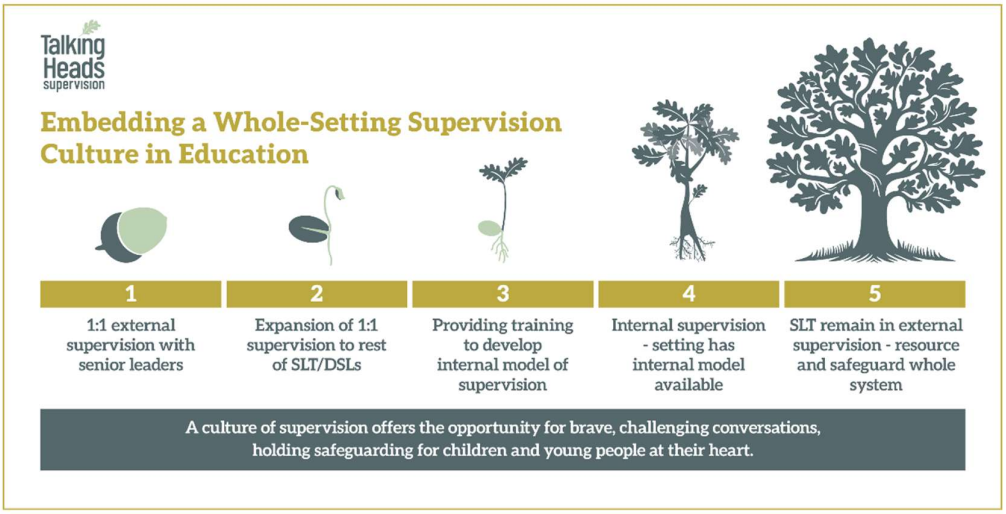
We take our work seriously. We don't do packages or shortcuts. We provide regular, robust and long-term supervision. We work with a team of 48 Associate Supervisors who are all experienced Supervisors, some with over 30 years of experience. Talking Heads has grown from one Supervisee to over 600 Supervisees in 2026.

Our supervision holds children and young people at the heart of everything we do.



Our approach to supervision

At Talking Heads Supervision, we have developed a particular model which aims to embed supervision across a whole setting, and we begin with members of the Senior Leadership Team.



The supervision we offer safeguards children and young people and as such the expectation is that there will be a minimum of three 1:1 supervision sessions per term for each Supervisee. There is no maximum. It works out at a minimum of nine sessions per academic year, and we begin all supervision relationships with the expectation that there will be nine sessions.

At Talking Heads Supervision, the supervision relationship always begins by speaking to the prospective supervisee to consider who, from our team of experienced Associate Supervisors might be a good fit as their Supervisor. This is based on the needs of the Senior Leader and the skills and experience of the Associate Supervisor. This is a key step in our process and will never be a case of allocating work on the basis of space available. Individual supervision sessions meet the unique needs of Senior Leaders at each session. Every session focuses on their own development and that of their setting and is uniquely responsive to exactly what is needed.

The invitation

We are looking for experienced Supervisors who would like to join Talking Heads Supervision as an Associate Supervisor. The invitation is to join us as a self-employed Associate. Due to our matching process (described above), we cannot guarantee a fixed amount of work but hope that you would be able to offer at least eight to ten supervision spaces a month.

At Talking Heads Supervision, we value diversity, equity, and inclusion. We know that a variety of perspectives strengthens our team. We encourage applications from all qualified Supervisors, regardless of race, gender, age, disability, sexual orientation, religion, or any other characteristic protected by law.

What we can offer you

- A supportive team who are all passionate about supporting Senior Leaders in education in order to safeguard children and young people.
- A personal match and introduction to any Supervisees.
- A confidential online platform which holds the details of your Supervisees and a record of sessions completed.
- A monthly online Team meeting providing the opportunity to come together and catch up and share updates.
- A 1:1 meeting with our Director or Lead Associate every six weeks. This is not supervision but an opportunity to discuss the work you are doing for Talking Heads Supervision.
- An in person CPD Day in November, usually in London. As an example, this year's topic is "Understanding the Landscape: How Young People Experience Misogyny and Gender-Based Violence."
- An in person Associates Day in March, usually in Devon where the focus is more around what it means to be an Associate of Talking Heads.
- A Christmas lunch, usually in Bristol.

You are:

- A qualified Supervisor and have undertaken a training which lasted at least six months.
- At least two years post qualifying and have delivered at least 150 hours of supervision.
- In regular supervision yourself.
- Currently working as a Supervisor.
- Have a passionate interest in working with senior leaders in education.
- Have space to work with at least eight Supervisees a month.
- Comfortable with offering online supervision.
- Have spaces to offer between 08.00 and 18.00, Monday to Friday in term time. (Some work happens in holidays but is mutually agreed but no expectation to deliver at this point)
- Willing to attend one-hour monthly drop-in support sessions and 1:1 meeting every six weeks.
- Willing to attend in person Associate Days.
- Registered with the Information Commissioners Office.
- Insured and hold public and professional liability insurance.

The process

If you would like to take up this invitation, please complete this application form:

Associate Application Form

We do not accept CVs. The closing date for applications is **17.00 on Friday 11 December 2026**. Forms completed after 17.00 on Friday 11 December will not be considered.

Interviews will take place on Teams on: **Wednesday 13 and Thursday 14 January 2027**. We will respond to all applications and notify anyone we would like to meet for a 45-minute interview by **Thursday 17 December 2026.**

An interview will be with either our Director, Lisa Lea-Weston or Lead Associate, Seonaid Beasley for further discussion about the work, our ways of working and expectations of Associates. We will contact you by **Friday 22 January 2027** to confirm whether we wish to invite you to become an Associate of Talking Heads Supervision.

If you have any questions about this form or need any support in completing it, please do not hesitate to contact our Business Manager, Jo McConville on jo@talkingheadssupervision.co.uk who will be very happy to help.