



TRANSFORMATION • ADAPTABILITY • GROWTH

Claire Platt

Coaching & Consultancy

EMPOWERING SENIOR & EXECUTIVE LEADERS TO THRIVE

Consultancy

We offer tailored, strategic support for education leaders, teams, boards and organisations. With experience spanning school, trust, Local Authority and Diocesan leadership, we bring a values-led, emotionally intelligent approach to leadership development, school improvement, and organisational change management.

Whether working 1:1 with leaders, coaching teams, supporting governance, or reviewing organisational strategy, we offer practical insight, professional challenge, and a deep understanding of the current education landscape.



1. Organisational Culture & Strategy

Strategic and bespoke consultancy for schools, trusts and boards, helping leaders navigate complexity, challenge and change.

- Diagnosing organisational culture and values alignment
- Facilitating vision, values and ethos development
- Alignment of leadership behaviours with strategic aims
- Whole-trust or whole-school culture change programmes, including post-inspection or post-conversion transitions
- Embedding values-led practice across leadership and decision-making
- Stakeholder engagement and communication planning
- Strategic planning consultation (e.g. trust-wide or school improvement priorities)



2. Organisational Development & Effectiveness

We support boards and senior leaders develop their effectiveness and be ready for sustained growth.

Trust and school leadership reviews / audits

Reviews of leadership structures, roles and capacity

Designing leadership frameworks or professional growth pathways

Supporting MAT growth strategy and integration

Governance reviews and improvement planning

Enhancing systems leadership capacity

Talent management and succession planning



3. Team Coaching & Facilitation

We support leadership and governance teams to develop strong relational foundations, aligned behaviours and a culture that sustains both wellbeing and high performance.

- Facilitated team coaching for SLTs, executive teams, boards and trust leaders
- Support with conflict resolution, communication and psychological safety
- Culture and climate diagnostics and development planning
- Strengthening relational trust within and between teams
- Aligning leadership behaviours with organisational vision and values
- Action learning sets for school and trust leaders
- Board or governor development through group facilitation and coaching
- Building high-performing, values-led teams



4. Governance Support & Development

Effective governance is a cornerstone of strong leadership. We work with boards, LGBs and trust governance professionals to build confidence, clarity and impact.

- Governance reviews and development planning
- Trustee and governor training and CPD
- Support with developing strategic oversight and challenge
- Enhancing board culture, decision-making and effectiveness
- Facilitating self-evaluation and reflection at board level
- Supporting boards with vision alignment and ethical leadership



5. Scrutiny & Oversight Support

We offer independent, expert insight to support high-quality scrutiny of leadership and organisational performance, with a focus on both outcomes and culture.

- External review of executive leadership or SLT performance
- Scrutiny of trust-wide improvement plans and strategic delivery
- Evaluation of leadership effectiveness at board or exec level
- Support with developing high-impact oversight practices
- Reviews of leadership development, succession and capacity



6. School Improvement and Leadership Development

Support that balances strategic insight with on-the-ground credibility to help schools and trusts grow leadership and raise standards.

- School and trust improvement planning
- Support for curriculum and subject leadership
- Leadership development for senior and middle leaders
- Coaching for school improvement leads
- Peer review design, facilitation and training
- Enhancing provision for disadvantaged pupils



7. Church School Effectiveness & SIAMS Support

We bring specialist expertise to support Church of England schools and trusts with their distinctive character, development and inspection readiness.

- Vision and Christian distinctiveness development
- Self-evaluation support
- Governance support for foundation governors and trustees
- Values-led leadership training for church school heads
- Embedding spirituality across the curriculum and wider life of the school
- Workshops and retreats with a Christian ethos focus
- RE and collective worship improvement support
- Governor and leader training in church school contexts
- Strengthening spiritual development across the curriculum



8. Professional Learning & Strategic Facilitation

We design and deliver tailored learning experiences and facilitation that build leadership capacity and alignment.

- Bespoke CPD for leadership teams, governors and central teams
- Vision and strategy days for boards, executive teams or partnerships
- Leadership resilience, wellbeing and emotional intelligence
- Workshops on leading through uncertainty, change and challenge
- Values-led leadership and high-performance cultures
- Bespoke leadership development programmes
- INSET and twilights for senior or middle leaders
- Coaching skills for leaders training
- Emotional intelligence, wellbeing and resilience training
- Diversity, equity and inclusion workshops
- Safeguarding leadership and culture (especially post-KCSiE updates)



9. Facilitation & Events

- Strategic away days for SLTs or MAT boards
- Values-led visioning days
- Cross-trust leader forums or networks
- Leadership retreats (e.g. reflective leadership with a spiritual dimension)
- Stakeholder engagement sessions (parents, staff, pupils, community)



10. Diagnostics, Tools & Evaluation

- 360-degree feedback tools for leaders
- Organisational health checks and pulse surveys
- Team diagnostic tools
- Staff wellbeing or engagement surveys
- Evaluation of leadership development impact