



Independent
Association of
Prep Schools

S23: Aspiring Deputy Heads

Date Tuesday 13 – Wednesday 14 May 2025
Venue Woodland Grange, Leamington Spa, CV32 6RN
Cost IAPS members £595
Non-IAPS members £695

A Deputy Head is the key figure in ensuring the smooth running of the school, often bridging the gap between the Headteacher's strategic vision and the daily practicalities of school life. A successful Deputy Head can make a school run with clear strategy and ensure staff wellbeing.

This residential course is designed for those staff aspiring to Deputy Headship, and possibly beyond. Understanding and hearing first-hand about the differences between the varying roles of a Deputy Head, such as those with responsibility for procedures and operations as well as the role with responsibility for teaching and learning will be covered in detail, in addition to considering one's own values and the ever-increasing importance of managing personal, staff and pupil wellbeing and mental health. Delegates will have the chance to improve their skills and knowledge around strategic planning and managing staff development. There will be practical opportunities as well as a wealth of experienced presenters with an important focus on gaining invaluable advice from a highly acclaimed recruitment consultancy.

The programme has been carefully designed to help prepare staff from IAPS member schools who are looking to move into Deputy Head roles as the next phase of their career. Accommodation on Tuesday 13 May and meals on both days are included in the ticket price.

Audience Current middle leaders and managers who are aspiring to become a Deputy Head

Course Director **Mike Crossley**, Education Consultant
Katherine Bluck, Head of Professional Development IAPS

Presenters **Dr Karen McNerney**, Former Head of Merchant Taylors' Prep School
Caroline Spencer, Former Head of South Hampstead High School and Francis Holland School
Charlie Warshawski, Director at Love Your Coaching
Jane Crouch, Head of Prep, Headington Rye
Philippa Martin, Deputy Head, Woodbridge School Prep
Sarah Menegaz, Deputy Head, Langley Preparatory School
Will Goldsmith, Headteacher Packwood Haugh School
Jill Pawluk, Director of Studies, Yarm Preparatory School
Peter Lawrence, Partner at Odgers Berndtson



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Tuesday 13 May 2025

Time	Activity - Speaker	
1000	Registration and refreshments	
1030	Welcome – <i>Katherine Bluck, Mike Crossley</i>	
1045	Wellbeing for all: Strategies, tips and ideas for staff and pupil wellbeing – <i>Mike Crossley</i>	
1145	Leading whole-school strategy: Mastering school development planning – <i>Caroline Spencer</i>	
1245	Delegate familiarisation – <i>Mike Crossley</i>	
1300	LUNCH	
1400	Taking the next steps: the Deputy Head who bridges the gap – <i>Dr Karen McNerney</i>	
1500	A day in the life of a serving Pastoral Deputy Head – <i>Philippa Martin</i>	The role of the Deputy Head Academic : Leading Teaching and Learning – <i>Sarah Menegaz</i>
1600	Refreshments	
1615	Applying a whole-school coaching approach – <i>Charlie Warshawski & Jane Crouch</i>	
1730	Reflections on the day – <i>Katherine Bluck</i>	
1830	Drinks reception followed by conference dinner	



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Wednesday 14 May 2025

Time	Activity - Speaker
0800	Check out
0900	Clarifying the big idea and empowering others – <i>Will Goldsmith</i>
1000	Organising an effective appraisal process and staff development programme – <i>Jill Pawluk</i>
1100	Break and refreshments
1115	Creating a successful team and managing difficult conversations – <i>Mike Crossley</i>
1215	Lunch
1315	Applying for a role as a Deputy Head – <i>Peter Lawrence</i>
1415	Conference reflections – <i>Katherine Bluck</i>
1430	Departure

 premier partners



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Terms and conditions of cancellation: If a delegate cancels his or her application up to and including 8 weeks prior to the date of the course, a full refund will be provided. For bookings cancelled between 8 and 6 weeks, a refund of 75% of the fee will be given. Cancellations made between 6 and 4 weeks prior to the event will receive for a 50% refund, and 25% will be refunded up to and including 2 weeks prior to the date. Thereafter, IAPS regrets that no refund can be made. We are unable to reimburse you for any expenses incurred in advance, such as travel or accommodation costs which are no longer required due to the cancellation of a course, it being changed to a remote format, or delegates cancelling due to unforeseen circumstances, e.g. travel disruption. Schools should ensure they have the relevant insurance in place to cover these costs.

IAPS reserves the right to cancel an event at any time for example, but not limited to, if the event is unsustainable to run due to a low number of attendees, venue/speaker cancellation, transport issues (e.g. rail strikes). We will do all we can to ensure our courses go ahead as planned. There may also be occasions where courses that were due to take place in person may have to take place online.

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