

Life Changing Education

LCE CLIO HANDBOOK

Consultancy • Leadership • Inclusion • Offer



www.lifechangingeducation.uk





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An overview of CLIO and how we support schools to strengthen leadership, culture and inclusion, improving outcomes for pupils and staff.

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This booklet outlines Life Changing Education’s CLIO offer, bringing together Consultancy, Leadership and Inclusion. It provides a clear overview of our approach, the support available, and how schools can engage with CLIO to strengthen leadership, wellbeing and outcomes for pupils and staff.



ABOUT US

WHAT IS CLIO?



WHO WE ARE

CLIO is led by a team of experienced leaders from the world of education, elite sport and commerce. Our work is rooted in real experience and research with leaders who genuinely understand the pressures, challenges and demands of modern education. We provide support that is practical, bespoke and shaped around your values, needs and context

OUR MISSION

CLIO was developed in response to the realities schools face today: rising levels of need, stretched capacity, recruitment and retention challenges, and increasing expectations around wellbeing, behaviour, and inclusion. At the heart of CLIO is partnership. We work with schools, not to them, providing additional capacity, strengthening leadership and supporting staff.

WHY CLIO?

1

Builds internal capacity rather than creating dependency

Our work is designed to strengthen the skills, confidence and capability of leaders and staff, leaving schools better equipped to sustain improvement long after our involvement ends.

2

Links leadership, culture and pupil outcomes

CLIO recognises that leadership practice, staff wellbeing and pupil experience are deeply connected, and supports schools to align these elements to improve outcomes for all.

3

Responds flexibly as priorities evolve

Support is bespoke and adaptable, allowing schools to respond to changing needs, emerging challenges and shifting priorities across the academic year.

4

Delivered with professionalism and trust

We work in partnership with schools, offering challenge and support in a way that is respectful, confidential and grounded in positive relationships.

THE CLIO MODEL

CLIO works because its three strands are connected:

● Consultancy

Expert education support led by experienced school leaders and inclusion specialists, providing bespoke advice, professional development and practical guidance shaped around each school's context and priorities

● Leadership

Leadership and wellbeing development that helps leaders at all levels build emotional intelligence, strengthen culture and lead with clarity, confidence and compassion.

● Inclusion

Pupil-facing support that builds resilience, wellbeing and engagement, using targeted work, assemblies and group sessions to support mental health and inclusive school communities.



CONSULTANCY

● Expert support shaped around your school.

Our Consultancy offer provides schools with expert guidance and practical support, tailored to their unique context. Delivered by experienced educational leaders, it focuses on strengthening culture, developing practice, and embedding sustainable improvement across the school.



● Expert Guidance

Our consultancy offer is led by highly experienced school leaders and inclusion specialists who understand the realities of modern education.

● Bespoke Support

Each programme is tailored to your school's context, priorities and goals, ensuring practical solutions rather than generic or one-size-fits-all approaches.

● Sustainable Improvement

We work alongside leaders and staff to embed lasting change, strengthening culture, professional practice, and outcomes for both pupils and staff.

MEET THE CONSULTANTS

Our consultancy team brings deep and complementary expertise, combining years of senior leadership, SEND and curriculum experience. Together, they provide schools with strategic insight, practical solutions, and support that strengthen leadership, staff development, and outcomes.

Mark Giles

Director of Educational Consultancy

Highly respected headteacher with nearly 30 years' experience, known for integrity, inclusion, and developing strong, reflective staff teams. Passionate about creating cultures where both young people and staff feel valued, supported, and able to thrive

Krystian Liptrot

CEO

Experienced leader across mainstream, PRU, SEMH and special education, with a strong focus on inclusive culture and pupil-centred practice. Krystian has an unwavering commitment to pupil-centred approaches, to ensure every child has access to an educational environment in which they can achieve, excel and flourish.

Jill Williams

Director of SEND

Highly respected SEND leader and NASENCO-qualified practitioner, recognised for championing trauma-informed practice, inclusion, and removing barriers for vulnerable learners. Passionate about creating supportive environments where every child feels valued.



OUR TEAM

MEET THE CONSULTANTS



Sam Gray

Headteacher

A compassionate leader specialising in whole-school culture, pastoral systems, and multi-agency planning. Sam provides expert consultancy on behaviour, safeguarding, and attendance. His approach focuses on secure routines and high-quality relationships, enabling fragile learners to re-engage with education and achieve successful outcomes.



Lindsey Drews

Assistant Headteacher/SEND CO

An expert in trauma-informed leadership and inclusive pedagogy, Lindsey provides strategic consultancy to overcome barriers to learning. Specialising in Whole School Literacy and SEND, she delivers relationship-centred guidance to drive academic progress for pupils navigating complex social and emotional challenges.



David Jeal

Deputy Headteacher

A mainstream and Alternative Provision specialist with twenty years' experience. David delivers expert consultancy on trauma-informed practice, reintegration strategies, and curriculum innovation. Drawing on his DSL and Level 3 Trauma Practitioner expertise, he provides partnership schools with profound professional insight to uplift disaffected pupils.

CONSULTANCY OFFER

Our consultancy team has the experience to advise on all areas of school life and every strand of the renewed Ofsted framework.

We can also deliver a range of highly effective professional development programmes. We can make these bespoke to your needs, but below are examples of programmes that are already available and have been delivered to schools



Aspirant Middle Leader Programme



Aspirant Senior Leader Programme



Behaviour Management for Support Staff



Behaviour Management for ECTs

The above are simply examples as we can develop any programmer to meet your needs. All of our professional development can be combined with individual or small group coaching.

Preparing for Ofsted

We now have the expertise to advise confidently on every aspect of the renewed Ofsted framework. All members of our consultancy team have undertaken Ofsted training and have worked closely with a HMI, ensuring that our guidance is accurate, credible and grounded in current inspection expectations. Whether you are seeking external validation of your SEF or support in preparing high-quality evidence for governors and trustees, we can work alongside you to provide rigorous, reliable and impactful advice

- External, objective self-evaluation
- Post-inspection development planning
- Strengthening leadership, curriculum and provision

We provide a SEF reading service that offers precise, expert feedback to ensure your self-evaluation is genuinely evaluative, balanced, and inspection-ready. Our review highlights the strengths you should be celebrating, identifies areas where your narrative can be sharpened, and helps you present a clear, evidence-informed account of your school's effectiveness.





LEADERSHIP

Our Leadership offer helps school leaders navigate pressure, improve communication, strengthen decision-making and build healthier, high-performing cultures



EMOTIONAL INTELLIGENCE

Supporting leaders to develop self-awareness, regulate emotions, and respond effectively, enabling them to foster strong relationships and support staff wellbeing.



TEAM AND CULTURE DEVELOPMENT

Helping leaders build trust, strengthen collaboration, and embed values-driven practices, creating a positive school culture that benefits both staff and pupils.



PRACTICAL, APPLIED SUPPORT

Providing actionable strategies from elite sport, business, and education, including leading change, improving communication, resolving conflicts, and sustaining resilience in everyday school life.

LEADERSHIP TEAM



LIFE CHANGING
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MEET OUR TEAM



Paul Wood

Leadership and wellbeing practitioner with a distinguished background in Super League and International rugby, delivering programmes across education, the NHS and professional sport.



Jim Liptrot

Experienced business leader and long-standing Chair of Governors, bringing strategic clarity, governance expertise and deep understanding of school leadership.



David Millar

Experienced finance and commercial leader, bringing broad cross-functional expertise, strategic insight, and a strong commitment to people development and wellbeing.

LEADERSHIP PROGRAMME

A flexible programme built from nine modules, with schools selecting six to create a tailored journey. Each module runs across a half term, allowing learning to embed and translate into everyday practice.

MODULES INCLUDE:

-  Emotional Leadership & Wellbeing
-  Emotional Intelligence
-  Self-Awareness & Self-Regulation
-  Empathy & Relational Trust
-  Staff Wellbeing & Culture
-  Supporting Student Wellbeing
-  Leading Change
-  Communication & Difficult Conversations
-  Personal Resilience & Work-Life Balance

Each module is designed to be practical and immediately applicable, giving leaders the chance to reflect, practice, and embed new skills over time. By spreading the programme across a half term, schools can ensure that learning translates directly into everyday leadership, team culture, and pupil outcomes.

UNDERSTANDING PEOPLE

Great leadership isn't just about strategy; it's about people. In high-pressure school environments, the quality of relationships determines the quality of outcomes. Research shows that **trust, connection, and psychological safety** significantly boost staff wellbeing, engagement, collaboration, and performance. **When people feel valued and understood**, they thrive and embrace change.

Our leadership programme begins with a deep dive into self-awareness. **Through reflection, coaching, and tools like the Strength Deployment Inventory (SDI)**, leaders will master their own motivations, communication styles, strengths, and responses under pressure.

WHAT LEADERS EXPLORE

- Their personal leadership style and impact on others
- Communication preferences and relationship dynamics
- Strengths, blind spots, and behaviours under pressure
- Building trust, connection, and psychological safety
- Leading diverse personalities and teams effectively
- Creating cultures where people feel valued and supported

WHY IT MATTERS

Leader-staff relationships directly influence how staff interact with pupils. When leaders foster trust, empathy, accountability, and connection, these behaviours ripple across the entire school.

This practical, highly interactive work equips leaders with self-awareness, stronger colleague relationships, and immediately actionable strategies. Ultimately, understanding people better empowers leaders to drive change, boost wellbeing, strengthen culture, and create an environment where both staff and pupils thrive.



THE IMPACT FOR SCHOOLS

The programme is designed to go beyond theory, supporting leaders to embed learning in their day-to-day practice. Our 1:1 coaching package and our Strength Deployment Inventory (SDI) provides leaders with a practical framework to develop high levels of self-awareness, understand motivation, communication styles and responses under pressure, helping teams build stronger relationships and more effective collaboration.

LEADERSHIP IMPACT

-  Healthier, more connected staff cultures
-  Improved well-being
-  Sustained change.
-  Improved student behaviour
-  Improved staff retention and attendance



INCLUSION THROUGH LEADERSHIP



SUPPORTING PUPILS RESILIENCE, WELLBEING & SUPPORT

Our inclusion offer brings CLIO directly to pupils, providing practical, pupil-facing support that complements whole-school culture and values.

Using expertise from education, leadership and elite sport coaching, we work with young people to build resilience, confidence and emotional wellbeing, particularly for those who may be disengaged or facing additional challenges.

What inclusion looks like in practice:

- Year group assemblies focused on resilience and mindset
- Targeted work with small groups of students
- Pupil-facing sessions aligned with school values

THIS SUPPORTS:



**Mental health
and wellbeing**



**Positive
relationships**



**Engagement
with learning**



**Self
confidence
and resilience**



**Behaviour &
Learning**



CLIO IN ACTION



→ A Joined-Up Approach

CLIO is not a stand-alone programme or one-off intervention. It is a joined-up offer that aligns leadership development, staff support and pupil-facing work to strengthen culture, improve wellbeing and create inclusive, high-performing schools. By connecting these elements, CLIO supports sustainable improvement across the whole school community.

→ Flexible and Responsive to Your School

Schools can engage with one strand of CLIO or combine Consultancy, Leadership and Inclusion as needed. The offer is flexible and adapts to each school's context, capacity and priorities, ensuring support is relevant, practical and responsive as needs evolve over time.

**Supporting people. Strengthening culture.
Improving outcomes.**

Views of our partners



Marie Dillion

Chief Education Officer, Altus Education Partnership, Rochdale

CLIO provides exceptional support across our Trust. Mark's insightful work on attendance and his essential 'Insight' briefings deliver clear, practical guidance for senior leaders. His responsive advice adds vital capacity during high-pressure times, making this partnership a highly valued asset with a tangible impact across all our schools.



Alex Burnham

Headteacher, Newhouse Academy

The leadership programme delivered by LCE has made us reflect deeply on how we lead in the academy. Paul and Jim have pushed us professionally to address our triggers and how a failure to regulate in stressful situations will impact our ability to lead effectively. We have become closer as a team and have begun to dig below the surface of emotional intelligence.



Rob McGinty

Headteacher, Hollingworth Academy

CLIO delivered high-quality, impactful support across the Ofsted framework, website compliance, and attendance. Their expertise was evident through clear, practical guidance and tailored training that left our staff feeling confident and well-prepared. We were delighted with the professional, detailed approach that significantly strengthened our provision and ongoing school improvement.

Views of our partners



Paul Jones

Headteacher, Edgar Wood Academy

The consultancy service from Life Changing Education provided a detailed and highly constructive review of our attendance practice. Mark's expertise was evident throughout, and his recommendations were realistic, immediately actionable, and delivered with professionalism. We were very pleased with both the process and the outcomes, and we will be commissioning Mark for further work.



Sean Joyce

CEO Stephenson Solicitors

Working with the Leadership team has completely shifted our perspective. The ART of Leadership brought clarity to our leadership, strengthened our resilience under pressure, and built genuine trust across the team. This isn't theory, it's practical, grounded, and immediately applicable. As a result, we've seen stronger collaboration, faster progress, and far greater consistency in our day-to-day operations.



Lee Ashworth

Assistant Headteacher, Holy Family & College

CLIO has provided invaluable consultancy support to our school, particularly around Ofsted readiness and the new framework. Over several visits, CLIO offered strategic feedback on our curriculum and teaching. Working alongside senior leaders through learning walks helped us reflect with greater clarity and confidence on both the strengths of our provision and areas to refine.

Get in touch with us



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