



Welcome to the DEPUTY & ASSISTANT HEADTEACHERS' CONFERENCE 2025

Friday 10th October 2025 – Colchester Football Stadium

www.essexprimaryheads.co.uk

In your pack



- ✓ Programme
- ✓ Badge noting your workshop session
- ✓ Venue arrangements
- ✓ Conference objectives
- ✓ Conference Evaluation Form

We hope you have a good day – any problems, speak to PAM LANGMEAD

A DATE FOR YOUR DIARY – next year's conference
will be on **Friday 9th October 2026**



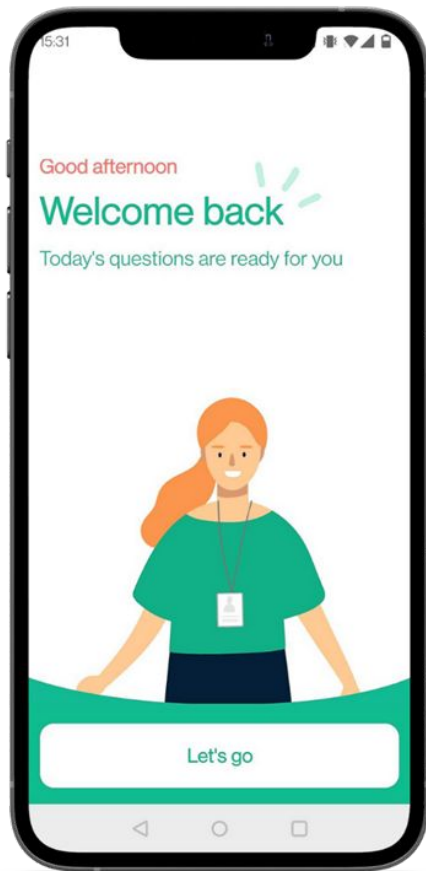
Secret Lives of Teachers

October 2025



Who am I? (Who are you?)



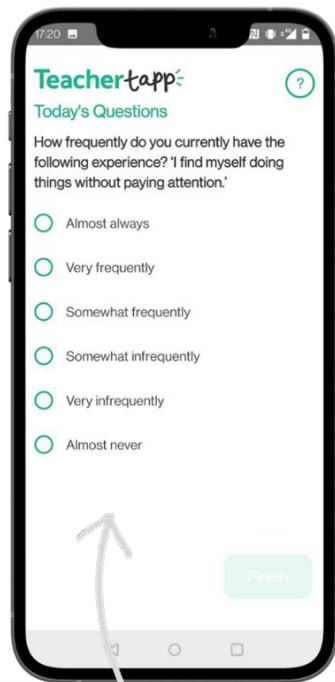


TeacherTapp

At 3:30pm, phones buzz and teachers start answering the questions.



How **Teacher Tapp** works

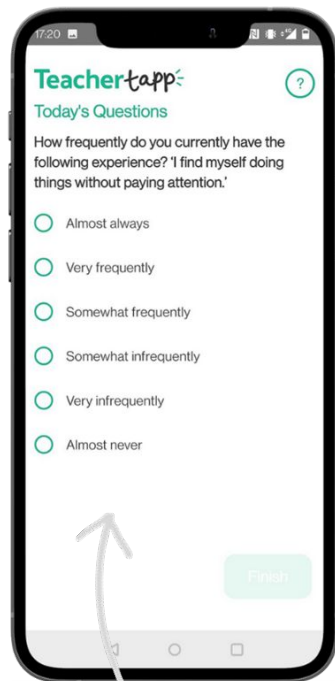


3 multiple choice
questions



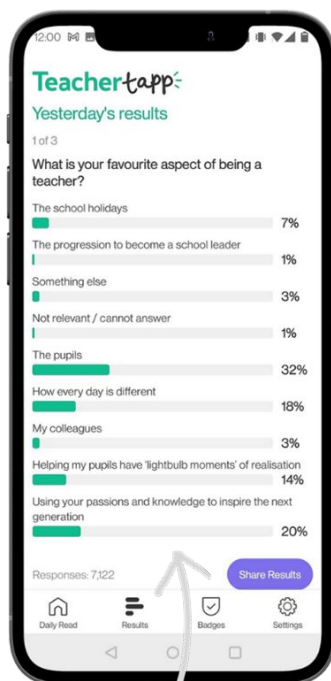
How **Teacher Tapp** works

1



3 multiple choice questions

2

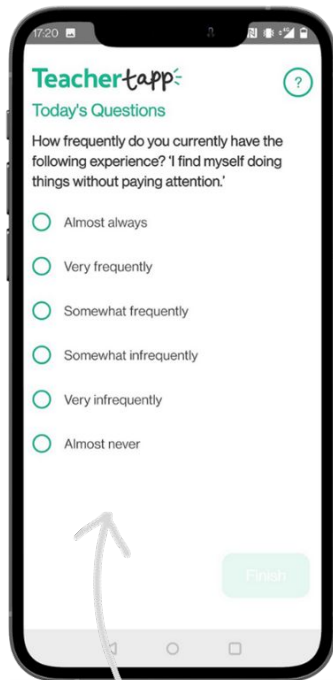


Results



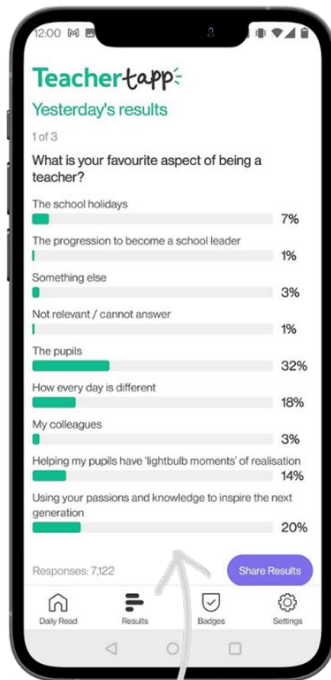
How **Teacher Tapp** works

1



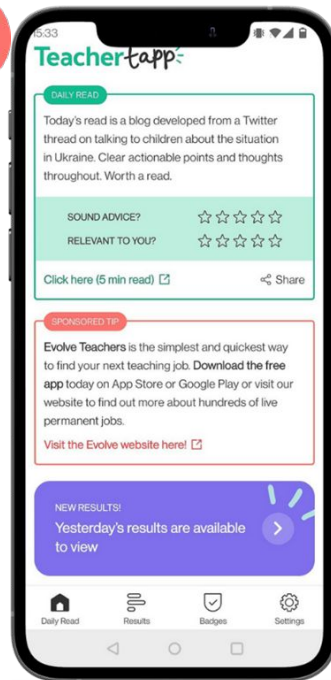
3 multiple choice questions

2



Results

3



Bite-size CPD



Would you like:
(a) Top exam results
(b) Well-being for you
and your colleagues
(c) £1m in your bank

79% took £££



I can't tell you much about *teaching*...

I can tell you a lot about *schools*

And at least one or two bits might help you...

- See wider trends affecting school
- Rethink aspects of school
- Feel less alone or overwhelmed!



Quiz!





- 1. What time do teachers get up?**
- 2. What time do teachers get to work?**
- 3. Where do teachers eat?**
- 4. How many after school meetings do teachers do per week?**
- 5. What time do teachers go home?**
- 6. How many teachers are marking in front of the television in an evening?**
- 7. What time do teachers go to sleep?**



1. What time do teachers get up? **93% before 7am**
2. What time do teachers get to work?
3. Where do teachers eat?
4. How many after school meetings do teachers do per week?
5. What time do teachers go home?
6. How many teachers are marking in front of the television in an evening?
7. What time do teachers go to sleep?



1. What time do teachers get up? **93% before 7am**
2. What time do teachers get to work? **Before 8am**
3. Where do teachers eat?
4. How many after school meetings do teachers do per week?
5. What time do teachers go home?
6. How many teachers are marking in front of the television in an evening?
7. What time do teachers go to sleep?



1. What time do teachers get up? **93% before 7am**
2. What time do teachers get to work? **Before 8am**
3. Where do teachers eat?
4. How many after school meetings do teachers do per week?
5. What time do teachers go home?
6. How many teachers are marking in front of the television in an evening?
7. What time do teachers go to sleep?



1. What time do teachers get up? **93% before 7am**
2. What time do teachers get to work? **Before 8am**
3. Where do teachers eat? **27% in classroom**
4. How many after school meetings do teachers do per week?
5. What time do teachers go home?
6. How many teachers are marking in front of the television in an evening?
7. What time do teachers go to sleep?



1. What time do teachers get up? **93% before 7am**
2. What time do teachers get to work? **Before 8am**
3. Where do teachers eat? **27% in classroom**
4. How many after school meetings do teachers do per week? **2**
5. What time do teachers go home?
6. How many teachers are marking in front of the television in an evening?
7. What time do teachers go to sleep?



1. What time do teachers get up? **93% before 7am**
2. What time do teachers get to work? **Before 8am**
3. Where do teachers eat? **27% in classroom**
4. How many after school meetings do teachers do per week? **2**
5. What time do teachers go home? **By 5pm**
6. How many teachers are marking in front of the television in an evening?
7. What time do teachers go to sleep?



1. What time do teachers get up? **93% before 7am**
2. What time do teachers get to work? **Before 8am**
3. Where do teachers eat? **27% in classroom**
4. How many after school meetings do teachers do per week? **2**
5. What time do teachers go home? **By 5pm**
6. How many teachers are marking in front of the television in an evening?
About half!
7. What time do teachers go to sleep?



1. What time do teachers get up? **93% before 7am**
2. What time do teachers get to work? **Before 8am**
3. Where do teachers eat? **27% in classroom**
4. How many after school meetings do teachers do per week? **2**
5. What time do teachers go home? **By 5pm**
6. How many teachers are marking in front of the television in an evening?
About half!
7. What time do teachers go to sleep? **By 11pm (but 1 in 5 gets less than 6 hours of sleep)**

How is life different for leaders?



- Working hours
- Work-life balance
- Job attachment ('I want to stay for 3 or more years')

How is life different for leaders?



- Working hours: **longer**
- Work-life balance:
- Job attachment ('I want to stay for 3 or more years):

How is life different for leaders?



- Working hours: **longer**
- Work-life balance: **better!**
- Job attachment ('I want to stay for 3 or more years):

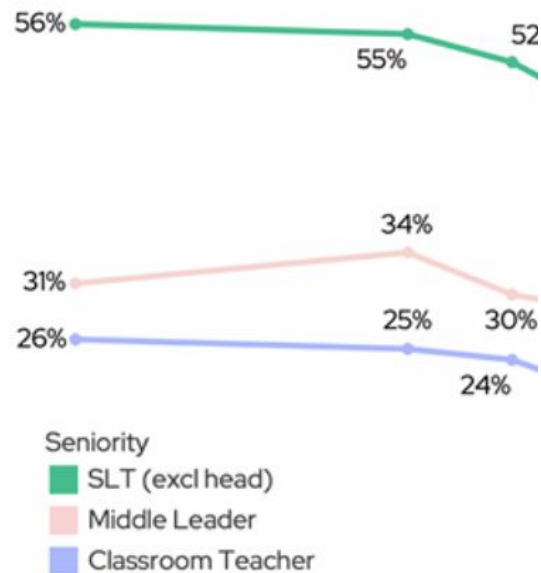
How is life different for leaders?



- Working hours: **longer**
- Work-life balance: **better!**
- Job attachment ('I want to stay for 3 or more years): **also better!**



Deputy and assistant heads still reluctant to step up to headship

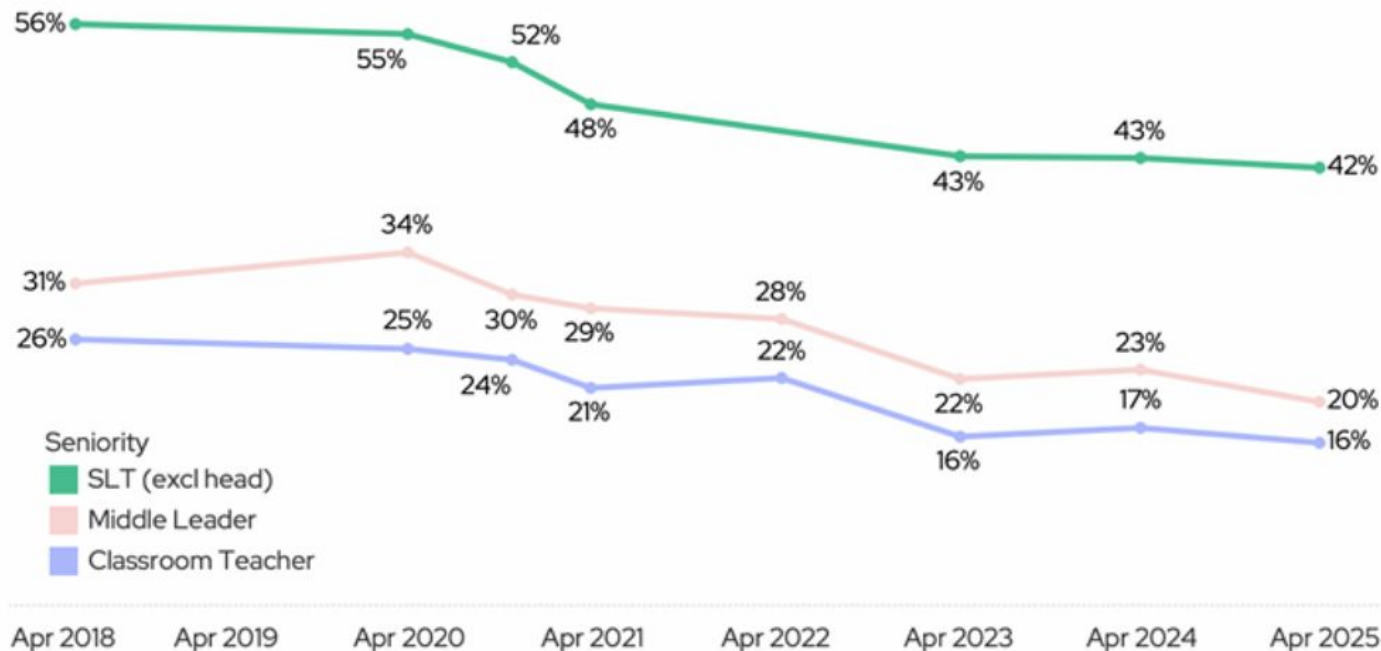


Apr 2018 Apr 2019 Apr 2020

Question asked: "Would you like to be a headteacher or deputy headteacher (perhaps?)"

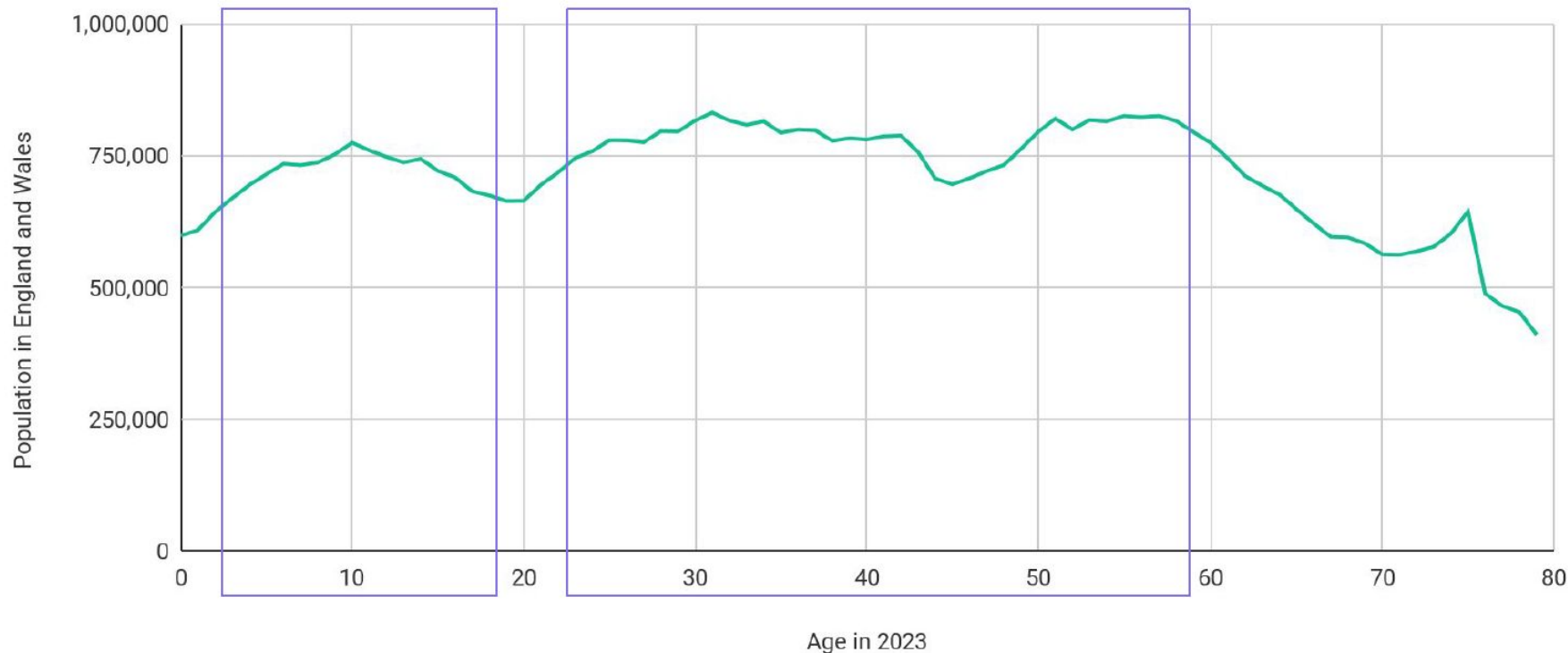


Deputy and assistant heads still reluctant to step up to headship



Question asked: Would you like to be a headteacher yourself one day? (Those responding "Yes, definitely" or "Yes, perhaps")

There are some population changes coming that matter for deputy heads in particular...





More Fun Insights:

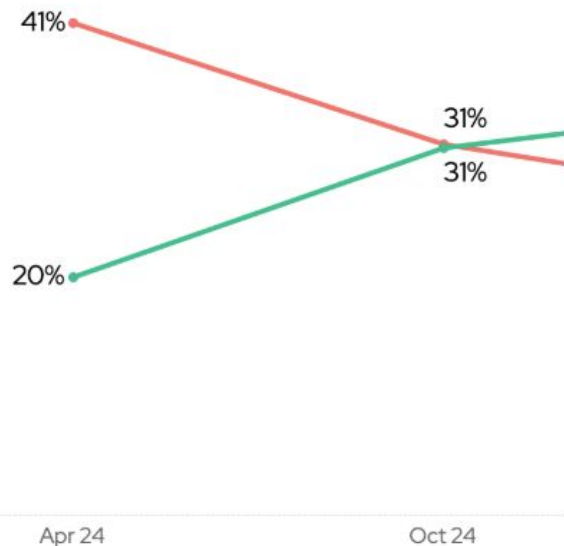


More Fun Insights:

AI



When was the last time you used a general AI tool (such as ChatGPT, Google Gemini, Microsoft Copilot, DALL-E, Midjourney) to help you with your school work?

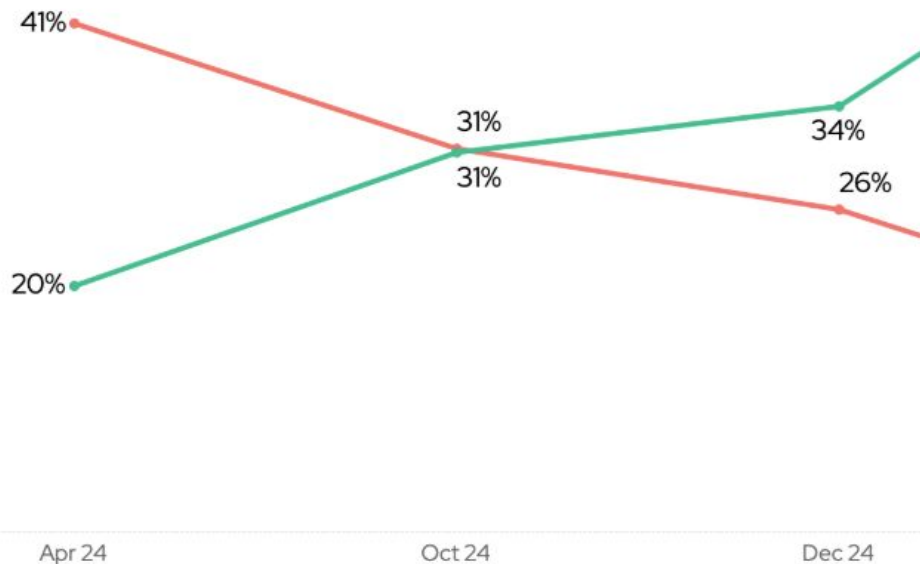


Teacher responses vary from 9,647 to 10,145, depending on date asked

- In the last week
- I have never used AI for my school work



When was the last time you used a general AI tool (such as ChatGPT, Google Gemini, Microsoft Copilot, DALL-E, Midjourney) to help you with your school work?

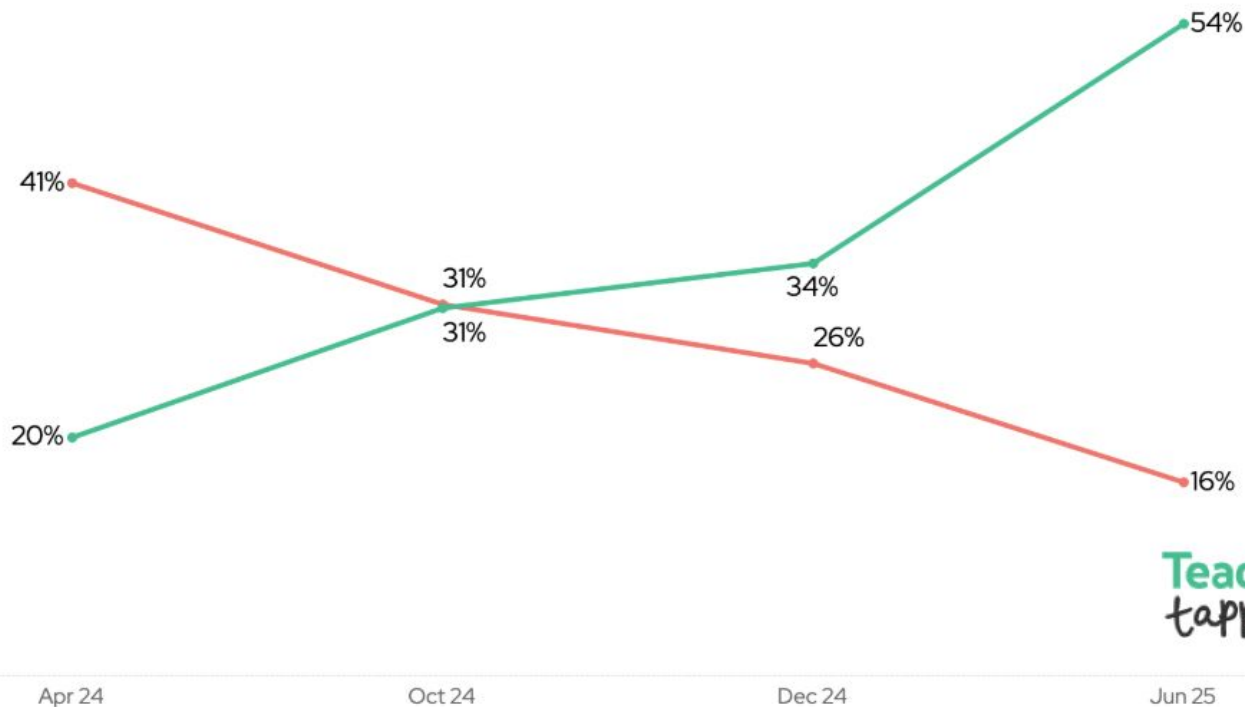


Teacher responses vary from 9,647 to 10,145, depending on date asked (results weighted to reflect national distribution)

- In the last week
- I have never used AI for my school work



When was the last time you used a general AI tool (such as ChatGPT, Google Gemini, Microsoft Copilot, DALL-E, Midjourney) to help you with your school work?



Teacher
tapp

Teacher responses vary from 9,647 to 10,145, depending on date asked (results weighted to reflect national teacher and school demographics)

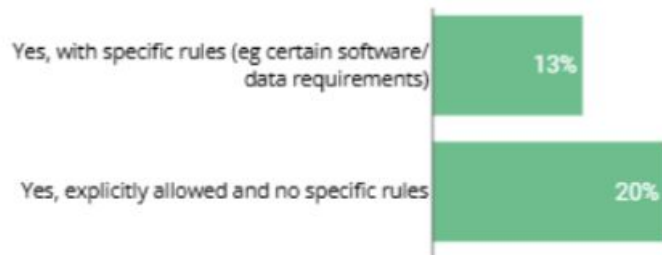
■ In the last week

■ I have never used AI for my school work

Policies not catching up



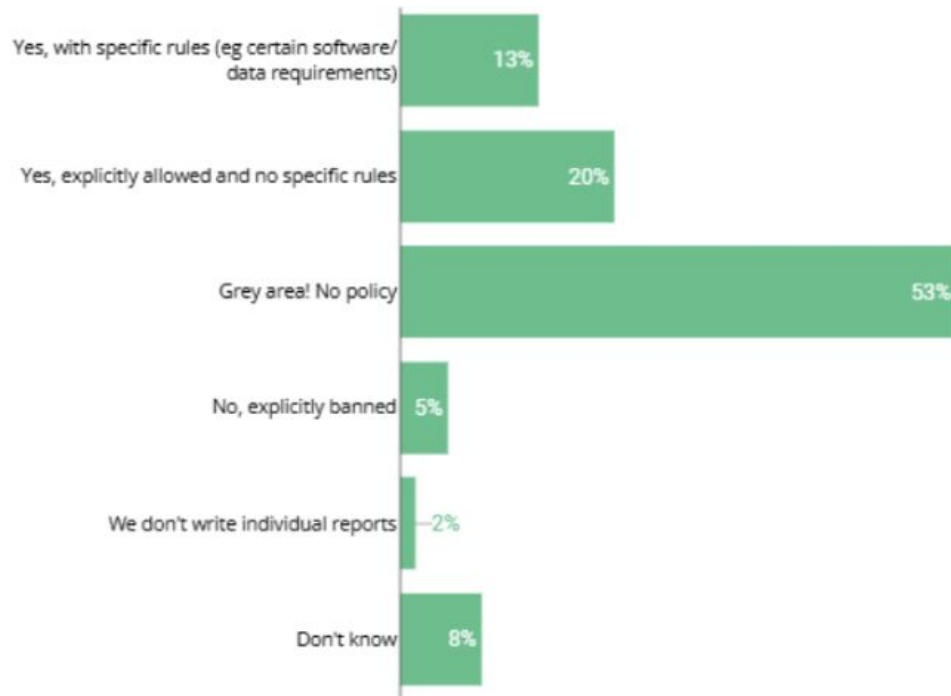
Does your school allow you to use AI when writing end-of-year pupil reports?



Policies not catching up



Does your school allow you to use AI when writing end-of-year pupil reports?



Question answered by 3514 teachers on 02/06/2025 (results weighted to reflect national teacher and school demographics).



**You're 16 and have an essay
to write for homework
Your teacher says you **MUST
NOT** use AI.
Would you still use it?**

20% said yes!



**If it was ambiguous?
(Teacher didn't say anything...)**

62% said yes!



**And finally... the most
useful thing we ever
learned on Teacher Tapp**

School
Surveys

Powered by Teacher

A guide to:

Improving Morale in Your School



Harry Fletcher-Wood
SPRING 2023

SCHOOLSURVEYS.COM



There ***is*** evidence you
can make a school
somewhere that **people**
feel good when
working...



Low Morale Schools

- **Workload**
- **Behaviour**

High Morale Schools

- **Team**
- **Supportive**



Gifts on good/bad days

(esp Diet Coke!)



Step in to
take load off
strategically

Say:



Bereavements: send cards,
say 'sorry for your loss', help
the person take time off.





Questions?





"It is only a man
without an
education who can
truly tell you how
important it is"