



James Hill

NPQLBC Facilitator

Your Facilitator

James has worked in a variety of roles within education, starting his career as a supply teacher, and moving all the way through to Assistant Headteacher. James has had responsibility as a Subject Lead for Sociology, has lead the 6th Form, and has worked as a College Leader.

He is currently working as the Assistant Headteacher, and leads on Upper School Behaviour.

James has thoroughly enjoyed delivering NPQs over the last year, and is looking forward to seeing the new changes to the NPQ structure.

"I am really interested in looking at, understanding, and utilising student motivation for intrinsic and extrinsic rewards. I am passionate about implementing this knowledge in an educational setting, to develop a behaviour system and find ways to turn this into an organic culture within the school."

JHill@StratfordSchool.co.uk



Rachel Penney

NPQLBC Facilitator

Your Facilitator

"I'm passionate about using research and the sharing of effective practice to drive school improvement—and equally committed to learning from fellow professionals. Facilitating NPQs is a genuine privilege, offering the chance to grow leadership together and create meaningful impact in our schools."

art@princehenrys.worcs.sch.uk

Rachel is a serving headteacher with wide-ranging leadership experience across both urban and rural schools. She has led and supported schools through significant improvement journeys, with behaviour and culture playing a central role in shaping positive change. Alongside her headship, Rachel continues to work in an advisory capacity and has recently served as a CSI RE inspector, keeping her practice rooted in current national developments.

"Culture isn't just one aspect of the game - it is the game." This belief underpins Rachel's approach to leadership: when we invest in building strong, values-driven school cultures, everything else follows.



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tsh@tgacademy.org.uk