

Annual Conference 2021  
*Girls – the voice for positive change*

**Kimpton Clocktower Hotel, Manchester**  
**Sunday 21 - Tuesday 23 November 2021**

**Sunday 21 November**

- 1.30pm**            **Registration Opens**
- 2.00 - 3.00 pm*    *SE Regional Meeting*
- 4.00pm- 5.00 pm** **Boarding Heads' Meeting - Director's Suite**
- 5.00-6.00 pm*    *TPS discussion - Optional session*  
*Open to all members*
- 6.30 pm**            **Wine tasting**  
*Sponsored by Engage*  
**Pre-Conference dinner**

**Monday 22 November**

- 8.30 am**            **Registration**
- 7.00 – 7.30 am*    *Yoga session*
- 8.30 – 9.30 am*    *East Region Meeting*
- 8.30 – 9.45 am*    *Midland Region Meeting*
- 9.00 – 9.45 am*    *Scottish Region Meeting*
- 10.00 am**            **Welcome to Conference**  
Donna Stevens, Chief Executive, GSA
- 10.15 am**            **President's Address**  
Sam Price, GSA President 2021/2022 and Headmistress, Benenden School
- 10.45 am**            **How to be heard**  
Libby Purves, Radio presenter and journalist  
*Chaired by Sam Price, GSA President 2021/2022 and Headmistress, Benenden School*  
Meditation on the many ways in which women and girls become inaudible in public and private life.  
*Sponsored by Bright Field Consulting*

- 11.30 am**      **Break and visit exhibition**
- 12.00 pm**      **Carl Ennis, CEO, Siemens**  
*Chaired by Jane Prescott, GSA Vice-President and Headmistress, Portsmouth High School GDST*  
Sponsored by SOCS
- 12.45 pm**      **Lunch and visit exhibitors**  
Lunch with New Members attending their first conference  
*Sponsored by Perry Uniform*
- 1.45 pm**      **Girls' Mental Health in 2021**  
Alicia Drummond, Founder, Teen Tops Ltd  
*Chaired by Claire McShane, Headmistress, St Teresa's, Effingham*  
This session provides an update on the mental health of adolescent girls, followed by a tour of the Wellbeing Hub for Schools which is a trusted source of support for parents, pupils and staff, designed by experts to meet the social, emotional and educational needs of young people.
- 2.30 pm**      **Interactive Seminars**  
**Staying connected to what matters most**  
Vivienne Grant, Director & Executive Coach, Integrity Coaching  
The session will offer Head Teachers the space and time to reflect on 'What Matters Most in School Leadership'. The session will consider what it means to 'Take care of the person in the role' and actively meet the emotional, mental, and vocational needs of school leaders. This interactive workshop will demonstrate how coaching has the power to help school leaders: increase their levels of emotional resilience, maintain a deep connection with their core values and ability to make decisions that are more aligned to who they are and who they want to be, heighten their levels of self-awareness, self-management and their ability to cope more effectively with the stresses of the role, maximise feelings of professional satisfaction and fulfilment, find ways for re-discovering their joy and passion for the profession.
- From incident to inquest - lessons learnt from a school tragedy**  
Jessica Miles, Head Monmouth School for Girls  
Following the tragic loss of a year 13 student in February 2019, Jess will give an honest and open account of how her school community dealt with a heart-breaking situation, focussing on the events that preceded the tragedy, the impact on the community, the journey towards an inquest, and the lessons that were learnt along the way.
- Supporting Trans & Non-Binary Students**  
Dr Clara Barker, Manager for CfAS, Dean for E&D, Oxford University and Linacre College  
Finn Grice, Company Director, Rose Diversity Training  
*Chaired by Heidi Jane-Boyes, Head, Wakefield Girls' High School*  
University of Oxford's LGBTQ+ Advisory Group Chair, Dr Clara Barker, shares a wealth of knowledge gained from discussions with young trans and non-binary students in schools and youth groups, and Rose Diversity Training's workplace consultant and trans & non-

binary advocate, Finn Grice, discusses some of the steps schools can take to support students and staff.

### **Sustaining leadership, looking to the future, and opportunities beyond headship**

*Mary Breen, Schools Adviser, Farrer & Co*

'One can be a head in the same school for 20 years, as long as you are a different kind of head every 5.' Whether a new leader, on a second or third headship, contemplating a move, long standing in the same school, or considering life after headship - how you sustain your leadership will always be key. This session explores the various stages of headship, focussing on how you make decisions for yourself (rather than everyone else, including your school), what it feels like when you are leaving and have left a school, and how you might look to the future. There is a life after headship - a really good one - and this session will explore the various opportunities there will be beyond headship, with some reflections and anecdotes from Mary which she hopes that heads in any phase of their career will enjoy.

### **The 'M' word - managing the impact of the menopause in your school**

*Nicky Bright, Founder, Bright Lead Ltd*

Everyone knows someone who is going through the menopause transition or who is perimenopausal. Women over the age of 50 are the fastest growing demographic in the workforce (ONS 2018) and the average age for the menopause transition is 51. As more women go through the menopause during their working lives therefore, it's vital that employers encourage open discussions to ensure the right support is in place to fulfil their moral and legal duties to their staff. The recruitment and retention issues facing education make this an even more important issue to consider properly.

### **Creating an inclusive culture in your school**

*Helen Semple and Claire Harvey, Founders, Schools' Inclusion Alliance*

In this interactive session we combine world leading behavioural and organisational psychology with change management expertise and deep school knowledge to explore the importance of embedding inclusion into the core of your school culture. We look at why it is hard to achieve and ways to mitigate those pitfalls as well as provide tangible ways to improve your practices, behaviours, and cultural norms; creating an environment where all can thrive and therefore performance and outcomes are maximised.

- 3.15pm**            **Break and visit exhibitors**
  
- 3.45pm**            **Interactive Seminars – repeated options as above**
  
- 4.30pm**            **End of sessions**
  
- 5.15pm**            **Conference Service – St Ann's, Manchester**
  
- 7.30 pm**            **Pre-Dinner Drinks Reception – Exhibition area**

**8.00pm**            **Gala Dinner – Ballroom**  
**After dinner speaker** – Freya Lewis, survivor Manchester Arena attack  
**Entertainment** – Harry the Piano  
Sponsored by [Moore Barlow](#)

## Tuesday 23 November

**8.45 am**            **AGM**  
*GSA Members only*

### **Girls' Schools as Global Collaborators**

Megan Murphy, Executive Director and Natalie Demers, Director of Research Initiatives and Programs, National Coalition of Girls' Schools

**9.45 am**            **Young Women Thriving in the Workplace**  
Griselda Togobo, Diversity & Inclusion Leader, Forward Ladies  
Anna Lane, CEO, Wisdom Council  
Sarah Austin, Career Builder & Founder, The Really Helpful Club  
*Chaired by Helen Jeys, Headmistress, Manchester High School for Girls*

**10.45 am**            **No safe space for unchallenged thinking: the art of disagreeing well**  
Dr Michael Spence, President & Provost UCL  
*Chaired by Liz Hewer, Headmistress, St George's School, Ascot*  
While educational institutions should and must be places where everyone can bring their whole selves without fear of discrimination or disrespect, that is not the same as being places where people are shielded from views that they find challenging or uncomfortable. Since joining UCL from the University of Sydney in January 2020, Dr Michael Spence has gained a reputation as a champion of 'disagreeing well', promoting an approach to debate that is thoughtful, increases understanding and does not make an enemy of the other. In this session, he argues that genuine diversity means living in a world in which not everybody thinks the same thing.

**11.30 am**            **Break and visit exhibitors**

**12.00 noon**            **Eco-anxiety: What is it, and how can I navigate these feelings in my classroom?**  
Phoebe Hanson, Operations Director, Force of Nature  
*Chaired by Marina Gardiner Legge, Headmistress, Oxford High School GDST*  
A session to help educators respond to climate anxiety, both inside and outside of the classroom. Hear from someone who has the lived experience of being a young person in today's society, whilst supporting youth from across the globe. Force of Nature are a youth non-profit mobilising mindsets for climate action. Our student programmes, curriculum support and teacher resources help sustainability educators foster the next generation of leaders: responding to their students' emotional needs, helping them mobilise mindsets for action, and increasing their impact as change-makers.

Sponsored by World Challenge

- 12.45 pm**      **Lunch and visit exhibitors**
- 1.30 pm**      **The future of assessment**  
Professor April McMahon, Vice-President for Teaching, Learning and Students, University of Manchester  
Sarah Fletcher, High Mistress, St Paul's Girls' School  
Alex Hutchinson, Headmistress, James Allen's Girls' School  
Barnaby Lenon, Chair, ISC  
*Chaired by Kirsty von Malaisé, Principal, King Edward VI High School for Girls*
- 2.30pm**      **In Conversation with Marcus Wareing**  
*Chaired by Sam Price, GSA President 2021/2022 and Headmistress, Benenden School*
- 3.15pm**      **The power of mindset, determination and being unapologetically yourself.**  
Hannah Jackson, The Red Shepherdess  
*Chaired by Richard Nicholson, Principal, Warwick Independent Schools Foundation*  
This session will be focused on the power of a positive mindset and choosing your outlook every morning like you would choose your clothes. It will highlight how determination and resilience to make your dreams become a reality is what will keep you pushing forward when you feel like the world isn't giving you anything back, and how it helps you see challenges as a hurdle to overcome, not an obstacle you can't pass. We will talk about the importance of following your passion in life (that thing that makes you tick), because when you follow your passion, it leads you to your purpose, which leads you to happiness and success. And of course, we will talk about breaking through glass ceilings, defying stereotypes that society puts us in at such as young age, whether that is to do with gender, sexuality, religion, race, or background.
- 4.00pm**      **Closing Remarks**
- 4.15pm**      **Close of Conference**

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