

# OUTSTANDING PASTORAL LEADERSHIP CONFERENCE

## Keynote Speakers include:

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**David Walker**

*Deputy Head Pastoral and Wellbeing, Wellington College*

**Kate Richardson**

*Deputy Headteacher Pastoral and Safeguarding,  
Noel-Baker Academy*

**Luke Ramsden**

*Award winning Senior Deputy Head, St Benedict's School  
and presenter*

**Heather Daulphin**

*Senior Leader Consultant for Safeguarding and Mental  
Health at Copthall School, SMHL Course Writer and Tutor*

**Georgina Chittock-Nash**

*Group Vice Principal Safeguarding and Pastoral Care,  
Eastern Colleges Group*

**Steve Waters**

*Director of Teach Well Toolkit, Speaker and Author*

**Eugene O'Reilly**

*Former Deputy Head Pastoral Care and Designated  
Safeguarding Lead*

**Tom Wayman**

*Assistant Head, Deputy DSL and Pupil Behaviour,  
Wellington College*



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## CONFERENCE AIMS

Educational research and studies show that outstanding pastoral leadership and pastoral care has a direct impact on the academic success of students. To engage, thrive and flourish, students need to feel safe and supported and this rests on pastoral leaders doing their jobs successfully so schools can effectively educate their students.

This vibrant, exciting and pioneering conference will address and explore the key challenges and opportunities pastoral leaders face, providing strategies and approaches to ensure pastoral foundations are laid for academic success. Keynote speakers include **David Walker**, *Deputy Head Pastoral & Wellbeing, Wellington College*, leading on The Profound Impact Outstanding Pastoral Leadership has on Academic Success, **Kate Richardson**, *Deputy Head Provision, Noel Baker Academy* focussing on Developing an Outstanding Pastoral Team to Support Outstanding Learning and **Luke Ramsden**, *Senior Deputy Head, St Benedict's School* discussing how you can Translate an Ethos of Wellbeing into Good Practice

The conference also includes sessions on the significance of tackling persistent and severe absenteeism, measuring the impact of your behaviour systems, improving parental engagement, outstanding pastoral care in a post-16 environment and the latest on Ofsted for pastoral leaders.

## WHO SHOULD ATTEND?

- Headteachers and Principals
- Deputy and Assistant Heads
- School Governors
- Senior Leaders – Behaviours and Attitude
- Directors of Pastoral
- Directors of Safeguarding
- Designated Safeguarding Leads
- Deputy DSL's
- Heads of Year
- Pastoral Managers
- Whole Pastoral Teams
- Behaviour Leads

## BENEFITS OF ATTENDING

- Hear from leading experts and practitioners who are driving improvements in pastoral leadership and impacting on academic success.
- Find out more about the impact a vibrant pastoral team can have on the performance of academic staff and students
- Learn about the deeper impact of constant low-level disruption on the teenage brain and how this can effect academic performance
- Take away an understanding of how neuroscience can help support wellbeing, behaviour and progress
- Addressing the hot topics which pastoral leaders face
- Find out more about what Ofsted are focusing on when inspecting pastoral provision
- Gain approaches to build an inclusive mental health culture in your school to positively impact academic outcomes

## PROGRAMME

## TIME

<b>Introduction &amp; Welcome</b> Steve Smith, <i>Keynote Educational</i>	10.00am – 10.10am
<b>The Profound Impact Outstanding Pastoral Leadership has on Academic Success</b> <ul style="list-style-type: none"> <li>● Ensuring your school's pastoral culture and system is at the core for outstanding academic success</li> <li>● Strategies to embed an aspirational culture of high expectations, high respect and high reward</li> <li>● Do your pastoral policies and procedures go further than just making your school a safe place?</li> </ul> <b>David Walker, Deputy Head Pastoral and Wellbeing, Wellington College</b>	10.10am – 10.50am
BREAK	10.50am – 11.10am
<b>Developing an Outstanding Pastoral Team to Support Outstanding Learning</b> <ul style="list-style-type: none"> <li>● Why a pastoral team is more than just dealing with issues</li> <li>● The impact a strong and vibrant pastoral team can have on the performance of academic staff and students</li> <li>● Equipping and training pastoral staff to feel confident and empowered</li> <li>● Accountability of staff, looking after your team, supporting staff wellbeing</li> </ul> <b>Kate Richardson, Deputy Headteacher Pastoral and Safeguarding, Noel-Baker Academy</b>	11.10am – 11.50am
<b>The Behaviours of an Outstanding Pastoral Leader</b> <ul style="list-style-type: none"> <li>● Addressing the hot topics, trends with staff, keeping them up to date throughout the year</li> <li>● How do you build from good to outstanding leadership?</li> <li>● How do you develop yourself to ensure you become an outstanding leader?</li> <li>● How can you achieve all of this without worrying about the battle with imposter syndrome?</li> </ul> <b>Luke Ramsden, Award winning Senior Deputy Head, St Benedict's School and presenter</b>	11.50am – 12.30pm
LUNCH	12.30pm – 1.30pm

## PROGRAMME continued

TIME

## BREAKOUT STRAND 1

1.30pm - 2.10pm

**1A Approaches to Ensuring your Pastoral Systems Successfully Promote Academic Success**

- Ensuring your effective pastoral culture and systems impact positively on academic achievement
- What does this look like?
- How will you measure success?

David Walker

**1B Attendance: Tackling Persistent and Severe Absenteeism**

- Tackling the big issues, tackling the chunky issues including school refusers
- Effective approaches to tackle the most serious of cases
- Breaking down barriers to attendance and getting to the root of the problem
- Effective solutions to tackling persistent and severe absenteeism

Luke Ramsden

**1C Mental Health: An Inclusive Culture**

- Identifying the barriers to wellness in our young people
- Integrating mental health and wellbeing across curriculum and culture
- Building an inclusive mental health culture – bake it in, don't bolt it on!
- Acknowledging you can't pour from an empty cup

Heather Daulphin

**1D Improving Parental Engagement**

- Parent, child and teacher: the communication triangle.
- Proactive v Reactive Communication – don't wait until things go wrong
- Building Trust – developing a whole school parental communication policy

Steve Waters

## BREAKOUT STRAND 2

2.10pm - 2.50pm

**2A Ofsted and the latest for Pastoral Leaders**

- What are Ofsted are looking for in an excellent pastoral system?
- How will Ofsted inspect pastoral provision?
- How will Ofsted gather their evidence?
- How can we secure an "Outstanding" grade for our pastoral provision?

Eugene O'Reilly

**2B Measuring the Impact of your Behaviour Systems**

- How your behaviour systems utilised and implemented to be successful
- Do students have confidence in the school to deal with issues?
- How effective are your severe sanctions?

Kate Richardson

**2C Constant Low-Level Disruption: the effects on students learning**

- The effect of constant low-level disruption on students' learning and interactions with peers and teachers
- Solutions to dealing with the impact of low-level disruption
- How does neuroscience help support student learning?
- Working with parents to challenge low-level behaviour issues

Luke Ramsden

**2D Approaches to Dealing with Pastoral Post 16 Complexities**

- Developing emotional intelligence in post 16 students
- Supporting students in how to use their mindset correctly for mental health
- How to channel and energise resilience
- Building healthy relationships and managing conflicts

Georgina Chittock-Nash

BREAK

2.50pm - 3.00pm

## BREAKOUT STRAND 3

3.00pm - 3.40pm

**3A Strong Pastoral Care: Shining a Lens on EDI in Pastoral Programmes**

- Identify barriers to full EDI inclusion
- Establishing and maintaining diverse and inclusive learning environments
- Fostering an inclusive culture within the classroom
- Best practice approaches to manage the key challenges and issues

Heather Daulphin

**3B High Performance Staff Development in Behaviour Management**

- How clear is your behaviour policy? Working with staff to ensure consistency
- High quality behaviour management – raising the bar
- Coaching and Mentoring solutions to working around the challenges and obstacles

Tom Wayman

**3C Case Study: Leading Change in your Pastoral Department**

- Exploring the strengths and weaknesses of your pastoral department
- Evaluating the crisis areas
- Short term fixes and long-term strategy
- Effective strategies, policies and procedures

Kate Richardson

**3D Leading Pastoral Care across MATs**

- Ensuring consistency – problems and issues
- The key challenges and opportunities of leading pastoral care across a MAT
- Proactive pastoral care – the journey from transition to 'postvention'
- Establishing and sustaining a pastoral culture across your MAT

Georgina Chittock-Nash



## Keynote Speakers

**David Walker** is Deputy Head for Pastoral and Wellbeing at Wellington College in Berkshire where he has previously been a Housemaster and Head of Department. David began his career at Clifton College in Bristol and has also worked at Whitgift School, as Head of Senior School at the Stephen Perse Foundation in Cambridge, and as a VSO volunteer teacher in Cameroon.

**Kate Richardson** is Deputy Headteacher in charge of pastoral and safeguarding at Noel-Baker Academy in Derby. She has taught for twenty years, exclusively in areas of high deprivation across Nottinghamshire, Leicester and Derby. The last 15 years in pastoral and academic leadership roles in 'turnaround' schools.

**Luke Ramsden** is an award-winning senior deputy headmaster and director of safeguarding for the St Benedict's family of schools. In his time at St Benedict's it has become a flagship school for safeguarding and pastoral care, with the happiness of every student placed firmly at the heart of the school. He was awarded Pastoral Leader of the Year 2021-22 by the NAPCE. Outside school he is a school inspector, regularly talks at educational conferences and is Chair of the Independent Safeguarding Panel that advises The Safeguarding Company, the company behind MyConcern. In addition he is Chair of Trustees for the School's Consent Project charity and an advisor to the Global Equality Collective. It is because of this work with a number of different organisations that he was awarded the NAPCE 2023 award for 'Raising Awareness About Pastoral Care.'

**Heather Daulphin** is a Senior Leader consultant at Copthall School in North West London, leading on Safeguarding and promoting positive Mental Health. She is currently leading the school in securing pilot school for trauma-informed practise. She is also a consultant/lecturer at the Tavistock-Portman NHS Trust where she co-wrote and tutors on their Senior Mental Health Leader course.

She spent 22 years as the Senior Deputy at Hampstead School, leading them to becoming the first London school to secure the Wellbeing Award. She has extensive leadership experience, specialising in Mental Health, Safeguarding and Diversity and Inclusion and was invited to develop inclusive school leadership and foster recovery in Oslo, following the racist atrocities of 2011. She has also taken part in school study trips to New Orleans, post Katrina and Washington DC, researching successful inner-city schools. She is an associate consultant with All-in education, working with schools to develop their equity and inclusion strategies.

**Georgina Chittock-Nash** is Group Vice Principal for Students across the Eastern Colleges Group and has overall responsibility for pastoral care and safeguarding. With vast curriculum leadership experience as well as *wrap around care*, she is well placed to be able to see the whole picture and how it is imperative for a safeguarding culture to be led from the very top. She has very recent Ofsted experience and has worked at Outstanding sixth form colleges for 20 years, 16 of which have been in a leadership post.

**Steve Waters** taught in secondary schools for 30 years before he left while an Assistant Principal to work for 6 years with school improvement teams in two local authorities. He is now joint founder and director of Teach Well Toolkit, which supports the wellbeing and mental health of staff through a school membership programme. He has an MA in Education and an Advanced Diploma in Educational Management, both from the Open University, and holds the NPQH. He is also a qualified BAC Counsellor and a Founding Fellow of the Chartered College of Teaching. Steve is the joint author of Bell, J & Waters, S. (2018) *Doing Your Research Project* Open University Press which has sold over 350,000 copies, and 'Waters, S. (Ed) (2021) *Cultures of Staff Wellbeing and Mental Health in Schools* Open University Press.

**Eugene O'Reilly** is an experienced Deputy Head Teacher with extensive Pastoral Care and Designated Safeguarding Lead roles over 20 years in a large urban academy. He has significant experience in preparing an academy for Ofsted in which safeguarding and pastoral care was judged to be effective, contributing to an 'outstanding' grade. He has led various teams including Heads of Year from Year 7-13, assistant Heads of Year, DDSL's and other members of safeguarding teams, at the same time mentoring and supporting them to develop outstanding practice in pastoral care. Eugene has also led on the development of policies and strategies around whole school attendance and how to use these to promote a culture of outstanding attendance.

**Tom Wayman** has taught for over 20 years across state and independent, primary and secondary levels. He is currently Assistant Head and a Deputy DSL at Wellington College, Berkshire, where he oversees pupil behaviour, with a particular focus on strengthening the pastoral and safeguarding thinking around disciplinary issues while ensuring there is a consistency across staff in relation to the behaviour management policy. Previously a Head of English and Housemaster, his current role in a full-boarding school means that behavioural matters are not just for 'school hours' but take in the widest range of scenarios and require supporting staff in out-of-classroom contexts as much as inside them. Tom is a trained Coach and Supervisor the methods of which underpin approaches to both the behaviours of young people and their management by school staff.



***"I loved this session and found it so enlightening. I will bring a lot of this practice back to my school for discussion."***

The Lays School, November 2022

***"A really useful day with a range of interesting ideas to take away. I feel more excited about my role now!"***

Wycombe Abbey School,  
November 2022

***"Another excellent session – such an amazing speaker with practical take-aways. Everything I would want at a session like this."***

King's School, November 2022

### COSTS

<b>1st delegate rate</b>	<b>£349 + VAT</b>
<b>2nd delegate rate</b>	<b>£329 + VAT</b>
<b>3rd delegate rate</b>	<b>£309 + VAT</b>

### Costs include:

- all speaker presentations
- full set of conference notes
- materials, and resources

# Keynote

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