



*Excellence in Education*

The Independent Association  
of Prep Schools

# IAPS Annual Conference 2021

22 to 24 September

**Bournemouth  
International Centre**



#IAPSConf21

**EMERGING WITH AMBITION**

## Welcome to conference

### Message from William Goldsmith, IAPS vice chairman and conference director

#### Emerging with ambition The world has changed We need a new way of thinking

In January 2020, just two months before the world went into 'shutdown', the World Economic Forum produced a report, Schools for the Future, in which they listed the following eight critical characteristics to define high quality learning:

- Global citizenship skills
- Innovation and creativity skills
- Technology skills
- Interpersonal skills
- Personalised and self-paced learning
- Accessible and inclusive learning
- Problem-based and collaborative learning
- Lifelong and student-driven learning

IAPS schools have been at the forefront of this changing educational landscape for some time, driving innovation forwards.

The challenges of the last year have been unimaginable for schools and leaders. However, the skill IAPS heads have shown in navigating our schools through this period, whilst pushing through ambitious change, has demonstrated the strength of our sector.



Emerging with ambition brings together a diverse group of expert speakers and panel leaders to challenge us, ignite further debate and inspire further creativity.

Pre-COVID, this decade was set to be a defining one for education and now, as we look to emerge from the grip of the pandemic, that ambition for our pupils, schools and educational development - in its broadest sense - is stronger than ever.

I look forward to welcoming you to Bournemouth.

#### William Goldsmith

**We are planning to hold this year's IAPS Annual Conference as scheduled. We will however be monitoring the situation closely and will advise you should anything change.**

**Please read this information carefully before proceeding to book your place at the conference online.**

## Accommodation

Accommodation for this year's conference is available at a selection of hotels within walking distance of the Bournemouth International Centre. For further details, or to make a reservation, visit:

<https://www.easytigerevents.co.uk/iapsannualconference>

## Application

Any member who wishes to attend conference should book online at <https://iaps.uk/professional-development/ems-event-calendar/iaps-annual-conference-2021.html>

Members are encouraged to complete their booking as soon as possible. Bookings will remain open until **Friday, 2 July 2021.**

The cost to attend the conference includes:

- All conference sessions and seminars
- Refreshments and lunches on Wednesday, Thursday and Friday
- Conference dinner on Thursday evening

## Cost to attend

*Please note that the fees are inclusive; there is no rate for those who choose to attend only part of the conference.*

**Accommodation is not included in the cost to attend - this is to be booked separately.**

<b>IAPS member head</b> This includes: attendance at the conference, seminar sessions, refreshments, lunch on Wednesday, Thursday and Friday and the Annual Conference dinner on Thursday evening.	<b>£450.00</b>
<b>Full partner (to accompany IAPS member head)</b> This includes: attendance at the conference, seminar sessions, refreshments, lunch on Wednesday, Thursday and Friday and the Annual Conference dinner on Thursday evening.	<b>£450.00</b>
<b>Social guest - Conference dinner</b> This includes: Annual Conference dinner on Thursday 23 September	<b>£65.00</b>

Spouses may come as Full partner or Social guest.

Social guests who have not paid the full delegate fee will not be able to attend the conference sessions, seminars, lunches or daytime refreshment breaks.

***It is usual for schools to meet the cost of the head's attendance at the conference.***

## Cancellation

Members who apply for a place at conference and then withdraw will have 75% of the fee refunded up to and including four weeks prior to the date and 50% up to and including two weeks prior to the date. Thereafter, IAPS regrets that no refund can be made.

**Members are advised to take out insurance to cover the cost of cancellation. No reduction can be made for members who do not attend the full conference.**

## Joining information

Joining instructions will be sent 2-3 weeks prior to the conference. If members wish for this to be sent to another email address other than the school email, please contact the conference team ([courses@iaps.uk](mailto:courses@iaps.uk))

## Exhibition

The exhibition brings together expert professional advisers and companies dedicated to providing high quality services to the independent education sector. We encourage all delegates to visit the stands.

## Keynote speakers



### **The mirror and the telescope: what might our post-Covid educational landscape look like?**

**Geoff Barton, General Secretary of the Association of School and College Leaders**

The mirror: What has Covid shown us about our education system as it is, both its strengths and weaknesses?

The telescope: And what therefore could and should we do differently in the future, in order to make UK education genuinely world class?



### **Beyond the book: leading in times of change**

**Clarissa Farr, Education Consultant**

Drawing on her book *The Making of Us: Why School Matters*, Clarissa will talk about some of the challenges of leading today's schools. Whether you enjoyed school yourself or are still traumatised by memories of semolina, come prepared to access your own formative memories and take a step back to see how the leader you are today has been shaped. And then, imagine the leader you will be tomorrow.



### **The future of learning and the future of assessment**

**Professor Bill Lucas, Director of the Centre for Real-World Learning and Professor of Learning at the University of Winchester**

The interruption to schooling caused by the pandemic has enabled us to stop and think about what we are doing in schools. What do we want to keep? What do we want to change? And what should we stop doing to make sure we are offering the most ambitious version of schooling possible?

In his speech Bill makes a powerful case for a more expansive education that is now offered in most schools and one which does not simply end with a clutch of grades or marks. He urges all schools to be more ambitious in their choice of curriculum, pedagogy and assessment.



### **The new playbook for leaders**

**David Marquet, retired United States Navy captain and bestselling author of 'Turn the Ship Around!' and 'Leadership is Language'**

Why do we organise the way we do? Why do we run meetings the way we do? Why do we use the words we use when communicating and asking questions?

In today's work environment, we want every team member to be a thinker and a doer. This makes industrial age language obsolete. Instead of running industrial age plays better, we need to cast them aside for a new playbook.

Based on the WSJ bestseller *Leadership is Language*, David explores the origins of our language at work, how it was shaped by the industrial age and the language we want to use in its place.

## Keynote speakers



### **Leading in turbulent times: the challenges and opportunities**

**Baroness Helena Morrissey, DBE**

Helena has successfully led both companies and campaigns over many years and through many setbacks. She is also the mother of nine (all of whom have attended independent prep schools, both day and boarding) and a Fellow (governor) at Eton. She has therefore seen up close the difficulties heads face in grappling with the many implications of the pandemic alongside unclear or frequent changes in government policy. In her talk, Helena will discuss ways to restore personal energy and rebuild resilience as we emerge from Covid-19, along with the real opportunity to seize this moment for a new level of leadership in the sector.



### **Remarkable leadership: give yourself the permission to be courageous**

**Diana Osagie, founder, Courageous Leadership & The Academy of Women's Leadership**

Following the winter in our profession that lasted a whole year, leaders need to be intentional with the stance of courage as we continue to forge our new normal. Society depends on the resilience and tenacity of our education system. School leaders are the architects of an education experience that enables young lives to thrive.

We are remarkable leaders - it's time to move into new levels of courage and become intentional with what seems impossible!

*"It always seems impossible until it's done."* Nelson Mandela



**Nigel Owens, MBE**



### **Inflating balloons of self-belief**

**James Shone, founder of the Charity I Can & I Am**

James's presentation seeks to remind us of the vital role staff play in the world of young people today and that we're not teaching academic robots but human beings with potential. He adds the vital component of staff wellbeing and how to look after ourselves in order to be better at looking after others. James's relevant, challenging and amusing talk starts with a look at his own personal setbacks and then takes a look at life in education today with advice on how to best navigate the challenges that might be faced. His messages aim to provide young people with the tools to lead a fulfilled and contented life and to avoid poor mental health by:

- Recognising ways to keep their balloon of self-belief inflated
- Acknowledging their natural strengths and qualities, and how to use them to best effect
- Learning to accept their shortcomings and giving them the tools to cope with failure

These messages are distilled in to his Four Pillars: Belonging, Growth Mindset, Multiple Intelligence and Hope. They provide a lifelong framework to support self-esteem as well as a reassuring narrative in challenging times about self-belief.

## Keynote speakers



### **Staff, pupil resilience and mental health across IAPS Schools**

***Dr Kathy Weston, Founder  
Tooled Up Education***

In this talk, Dr Weston will deliver the findings of the one of the most comprehensive staff surveys that IAPS has ever undertaken. The survey was circulated to every IAPS school earlier in the year. It explored both the wellbeing of staff as well as their perceptions around the mental health needs and levels of resilience in pupils. It identified perceived gaps in staff knowledge or training. In addition to sharing the findings with attendees, Dr Weston will place the findings in a wider context of pupil mental health nationally and share practical, evidence-based steps that schools can take to empower staff, pupils and sustain good mental health across their school communities.

## Thoughts and views from IAPS subject advisers

The IAPS subject advisers provide outstanding support and advice to member schools and teachers. IAPS is again delighted to welcome four advisers who will reflect on the key challenges and opportunities their subject area is facing, and they will discuss how these challenges and opportunities may be a key strategic influencer in your school.

These subject seminar sessions will take place on Thursday, 23 September at 1035. We recommend that you book your place early to avoid disappointment. You can register for your preferred subject seminar session as part of your online booking for the Annual Conference.

**Please note that entrance to each session will be restricted to those delegates who have registered in advance.**

### Subject Seminar Sessions



#### 1) The Sixteen Group – risk & reward?

*Duncan Murphy, IAPS Sixteen Group subject adviser*

- An informal introduction to The IAPS Sixteen Group - its members and purpose
- A consideration of the relevance of 16+ education for prep schools at a challenging time for our sector
- Short case studies from heads of IAPS schools who have made, or are making, the transition from 13+ to 16+
- A summary of the key benefits and pitfalls of a move to 16+
- Q & A with a selected panel from The Sixteen Group



#### 2) Computing, online safety and education technology – updates, challenges and opportunities

*Dave Presky, IAPS ICT subject adviser*

In this session we shall explore developments across Computing, Online Safety, STEM and the wider use of Education Technology.

This shall include reflections on the key priorities of the National Centre for Computing Education (NCCE) and the implications of the UKCIS Education for the Connected World framework. Wider insight shall focus on policy, research, approaches and resources to support digital inclusion, screen use, a balanced digital lifestyle and core future skills.

In the aftermath of Covid-19's home learning experience we shall reflect on key challenges and opportunities learnt from an Education Technology perspective.

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### **3) Pre-prep and early years – roots to grow and wings to fly**

*Katie Paynter, Pre-prep and early years subject adviser*

The Pre-prep and early years is where it all starts, and without strong foundations it is much harder for children to flourish as they grow, not only academically, but in all aspects of their lives – socially, emotionally and creatively.

This session will explore the changes to the 2021 Early Years Foundation Stage Framework, focusing on requirements in both the ‘Welfare and Safeguarding’ and ‘Learning, Development and Assessment’ strands.

Discussions will enable those young roots to be strengthened and ensure the children in our schools have the strongest wings, for their flights into Year 1 and beyond.



### **4) Achieving an ‘excellent’ learning success department**

*Claire Wellington-Smith, IAPS SEND subject adviser*

This presentation will focus on key elements which contribute to a successful Learning Success (support) department to ensure high quality SEND provision and outcomes for pupils. Claire will cover provision mapping, Quality First Teaching, managing staff, communication with teachers and parents, training, admin, monitoring and keeping up with advice and resources from your local LA including Education Health Care Plans.

## Seminar sessions

These will take place on Thursday, 23 September at 1200 and 1450. We recommend that you book your seminar places early to avoid disappointment. You can register for your preferred seminar sessions as part of your online booking for the Annual Conference.

**Please note that entrance to each session will be restricted to those delegates who have registered in advance.**



### Session A: What does ISEB stand for?

*Durell Barnes and Julia Martin, ISEB*

ISEB has a great deal to offer prep schools finishing both at Year 6 and at Year 8. During 2020-21 Common Entrance provided continuity for teachers and learners in Years 7 and 8 and the Common Pre-Test provided a mechanism to support transition to senior schools when on-site assessment was impossible.



Durell and Julia will update members on plans to support the teaching of new specifications for 13+ CE, on improvements to be made to the Common Pre-Test and the launch of the iPQ (ISEB Project Qualification). They will also outline other developments to support teaching and learning and assessment in prep schools and beyond as ISEB broadens its position as a centre of excellence in these areas.



### Session B: Prep boarding update

*Robin Fletcher, BSA*

The workshop will look at the current position of the prep boarding sector, trends, issues, developments and the wider boarding market.

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## Session C

### Strategic opportunities: mergers, acquisitions and sales

*Kate Hickey, Harrison Clark Rickerbys*

This session gives an overview of mergers and acquisitions in the education sector. Kate will provide an insight into M&A activity in the market now and will discuss the potential opportunities for schools – both in relation to acquisitions for schools looking to expand/grow, and mergers or sales for schools looking to gain support (financial and operational) by joining another school or group of schools. She will explain the legal and commercial differences between a merger and an acquisition or a sale, key issues to consider at the start of a process, how to find the right partner, the steps involved in an M&A process, how best to protect the charity and school in any potential process, and common pitfalls.



## Session D

### Beyond the Classroom (Benefits, Barriers and Best Practice)

*Andy Carley, School Outdoor Learning*

**Benefits** – a detailed look at the science, neuroscience and underpinning research evidence to support the claims and what we should be telling our staff, students and parent bodies.

**Barriers** – an honest and frank look at the things that thwart our efforts with some tips and guidance on how to overcome them.

**Best Practice** – powerful ideas, latest trends and best methods for delivering and embedding learning beyond the classroom at your school.



## Session E

### Inspections: now and the future

*ISI*

The session will focus on current issues in inspection and will give delegates the opportunity to share their thinking about the strengths and areas for development in the current framework in order to inform ISI's thinking on the new framework.

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## **Session F** **Developing coaching cultures in schools**

*Julie Keyes, Educational Consultant*

Human connection has always been the differential when it comes to great leadership. Over the last year we have seen this to be the case more than ever. In this short seminar we will explore coaching and how it can be used to create deep impact, stronger personal and professional development and, ultimately, better conversations.

So, if you have wanted to find out more about what coaching is, and what it isn't, perhaps even wanted to have a go at it yourself then this session is for you. We will explore the basics of coaching have a chance to have a short coaching session, identify some models and uses for coaching and finally understand the variety of ways you can introduce coaching into your school.



## **Session G** **Providing opportunities for excellence: fulfilling the potential of 'children in care' through bursaries**

*John Towers, Headmaster, Homefield Preparatory School*

A toolkit approach will provide guidance to independent day and boarding schools to include children in care within bursary provision. John will share the story of a collaboration with a Local Education Authority to bring this work to fruition. Delegates will learn about a step-by-step practical process, roles and responsibilities, how to start a placement and how to measure outcomes. Some compelling case studies will bring our attention to the impact and gains of this charitable endeavour.



## **Session H** **Building impactful partnerships**

*Christina Astin, Education Consultant*

IAPS schools have good relationships with their local community but many are keen to build closer partnerships with state schools. However, it can be a challenge to move beyond outreach to more meaningful partnership, and hard to know where to start.

In this seminar, Christina will share with delegates a framework for writing a partnerships strategy, practical tips for making the first move successfully and suggestions for how to measure the impact of your partnerships.

## Chief executive's report and Annual General Meeting (AGM)

The AGM will be at 0845 on Thursday, 23 September and the papers will be sent to all members in August.

### District time

On Wednesday, 22 September delegates will have the opportunity to hold informal district meetings. Meeting rooms can be arranged at the Bournemouth International Centre through IAPS if required. Please contact the conference team on [courses@iaps.uk](mailto:courses@iaps.uk)

### Annual Conference dinner

**Drinks reception and conference dinner:** Purbeck Hall, Bournemouth International Centre.

**Dress code:** Black tie

#### Seating plan

Members are invited to send a table plan for a **maximum of 10 people** to the conference team ([courses@iaps.uk](mailto:courses@iaps.uk)), no later than **Friday, 10 September 2021**.

**We do encourage you to forward your table plan to us as early as possible. A seating plan template is available upon request.**

**Please note that we will not be able to accommodate tables for more than 10 people. We will endeavour to arrange for larger groups of delegates to be seated near each other.**

For those delegates who do not have a preference, we will endeavour to seat you with other guests from your district.

## IAPS Annual Conference programme

### Wednesday, 22 September

1000 onwards	Registration, refreshments and exhibition
1115	New members' welcome
1200	Lunch and exhibition
1300	<b>Emerging with ambition</b>
1305	<b>Vice Chairman's address</b> - William Goldsmith
1320	<b>Inflating balloons of self-belief</b> - James Shone
1410	<b>IAPS update and state of the nation</b> - Christopher King
1430	<i>Tea and exhibition</i>
1515	<b>Leading in turbulent times: the challenges and opportunities</b> - Baroness Helena Morrissey, DBE
1605	<b>Home Issues</b> A small panel will discuss and take questions from the floor on issues relevant to managing difficult situations
1700	<b>Council photo</b>
1715	<b>District Time</b>
2000	<b>Evening at own leisure</b>

### Thursday, 23 September

0815	<b>Morning prayers, coffee and exhibition</b>
0845	<b>AGM</b>
0935	<b>Remarkable leadership: give yourself the permission to be courageous</b> - Diana Osagie
1035	<b>Subject seminar sessions:</b>
	1) <b>The Sixteen Group - risk &amp; reward?</b> - Duncan Murphy
	2) <b>Computing, online safety and education technology</b> - Dave Presky
	3) <b>Pre-prep and early years - roots to grow and wings to fly</b> - Katie Paynter
	4) <b>Achieving an 'excellent' learning success department</b> - Claire Wellington Smith
1115	<i>Coffee and exhibition</i>
1200	<b>Seminar Session 1</b>
	A) <b>What does ISEB stand for?</b> - Durell Barnes and Julia Barnes, ISEB
	B) <b>Prep boarding update</b> - Robin Fletcher, BSA
	C) <b>Strategic opportunities: mergers, acquisitions and sales</b> - Kate Hickey, Harrison Clark Rickerbys
	D) <b>Beyond the Classroom (Benefits, Barriers and Best Practice)</b> - Andy Carley, School Outdoor Learning
	E) <b>Inspections: now and the future - ISI</b>
	F) <b>Developing coaching cultures in schools</b> - Julie Keyes, Educational Consultant
	G) <b>Providing opportunities for excellence: fulfilling the potential of 'children in care' through bursaries</b> - John Towers, Homefield Preparatory School
	H) <b>Building impactful partnerships</b> - Christina Astin, Education Consultant



## IAPS Annual Conference programme

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1240	<i>Lunch and exhibition</i>
1345	<b>Beyond the book: leading in times of change</b> - Clarissa Farr
1450	<b>Seminar session 2</b>
1530	<i>Tea and exhibition</i>
1615	<b>Staff, pupil resilience and mental health across IAPS schools</b> - Dr Kathy Weston, Founder Tooled Up Education
1915 for 2000	<b>Drinks reception and conference dinner</b> <b>After dinner entertainment - The Queen's Six</b>

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### Friday, 24 September 2021

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0830	<b>Morning prayers, coffee and exhibition</b>
0900	<b>Nigel Owens, MBE</b>
0950	<b>The mirror and the telescope: what might our post-Covid educational landscape look like?</b> - Geoff Barton
1045	<i>Coffee and exhibition</i>
1125	<b>The new playbook for leaders</b> - David Marquet
1215	<b>The future of learning and the future of assessment</b> - Professor Bill Lucas
1305	<b>Chairman closes conference</b>
1315	<b>Lunch and depart</b>

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AMBITION



## IAPS Premier Partners



AT&M LEARNING



Classlist



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