



TABLE OF CONTENTS

About the Editors	vii
About the Contributors	ix
Acknowledgements	xi
Foreword	xiii
All About #WomenEd	xv
1 #WomenEd: Our Story and our Values <i>Hannah Wilson</i>	1
2 #10% Braver: Feel the Fear and Do it Anyway <i>Sue Cowley</i>	15
3 Pink and Blue Limit Us All <i>Jules Daulby</i>	25
4 International Perspectives <i>Liz Free</i>	39
5 Concrete Ceilings and Kinked Hosepipes: Understanding the Experiences of BME Female Leaders in Schools <i>Sameena Choudry</i>	55
6 Doing Leadership Differently <i>Angela Browne</i>	67
7 Removing the Blinkers <i>Claire Nicholls</i>	81
8 Get the Job you Dream of: Applying for Leadership Positions <i>Jill Berry</i>	93
9 The #HeForShe Agenda: What Male Leaders Need to Do to Actively Enable Equality in Education <i>Chris Hildrew</i>	103
10 Flexing our Schools <i>Helena Marsh and Caroline Derbyshire</i>	113
11 What Price Equality?: The Gender Pay Gap <i>Vivienne Porritt</i>	125
12 Still we Rise: Our Agenda for the Future <i>Keziah Featherstone</i>	141
Index	153



Vivienne Porritt is a leadership consultant and works with school and academy trust leaders on impact, vision, strategy, professional learning and development, and leadership, especially women's leadership. Vivienne is the co-editor of *Effective Practices in CPD, Lessons for School* (2009). She is on the editorial board of *School Leadership and Management*, and is a coach for the Department for Education. Formerly she was a secondary headteacher, and Director for School Partnerships at UCL Institute of Education as well as a Chair of Governors in London. Vivienne is delighted to be a Founding Fellow of the Chartered College of Teaching. Vivienne is also a co-founder and, joyously, one of the national leaders of #WomenEd.

Keziah Featherstone is currently head at Q3 Academy Tipton, having previously been head at an all-through school in Bristol. She is a co-founder and national leader for #WomenEd, a member of the Headteachers' Roundtable and writes for several educational publications. She likes to nap.



Jill Berry taught in six schools across a 30-year career and was a head for the last ten, the job she loved more than any other. Since finishing headship she has completed a doctorate, written 'Making the Leap - Moving from deputy to head', and worked as a leadership development consultant.

Angela Browne is the Deputy CEO of a multi-academy trust near Bristol. She is also an Education Leadership Coach who coaches and supports educators so they can bring authentic, grounded leadership to their teams. She is passionate about diversity, creating schools in which everyone flourishes, and the power of education.

Sameena Choudry is the founder of Equitable Education and co-founder and National Leader of #WomenEd. Sameena has experience as a teacher, lecturer, ITE tutor, examiner, senior leader, adviser and in senior officer roles as well as being a trained Ofsted inspector. Her consultancy work focuses on significantly improving standards of attainment for pupils previously under-attaining.

Sue Cowley is a writer, teacher and author of 30 education books. Her book *Getting the Buggers to Behave* has been translated into ten languages. She has written for the *Tes*, *Teach Primary* and *Nursery World*. Sue works internationally as a teacher trainer and helps to run her local preschool.

Jules Daulby is a national leader of #WomenEd and a feminist, campaigning for gender equality and balance. Jules is dedicated to social equity and comprehensive education. She lives in Dorset with her husband and four children. Jules began teaching in 1998 as an English and Drama teacher, then Deputy Head of sixth form before having a two year break in the Falkland Islands as a radio news broadcaster. Since then, she has specialised in literacy and mainstream special educational needs.

Caroline Derbyshire is CEO of Saffron Academy Trust, a MAT of two secondaries and four primaries in North Essex. She is an NLE, a mother of two and a #WomenEd Leadership Mentor. Caroline is an elected member of the Headteacher Board for the North-East London and East of England Region.

Liz Free is the Director of the International Leadership Academy in The Hague. With extensive UK and international education experience, she is a passionate advocate for developing school leadership. Liz is the co-founder and leader of #WomenEdNl and is mum to the suitably inquisitive Freya and Austin.

Chris Hildrew started teaching English in the East Midlands after graduating from New College, Oxford. He moved to the South West in 2010 as Deputy Headteacher at Chew Valley School, before landing his dream role as Headteacher of Churchill Academy & Sixth Form, in North Somerset, in January 2016.

Helena Marsh is Executive Principal of CHET Multi Academy Trust and Principal of Linton Village College. Helena is a Specialist Leader of Education and published author. Her expertise includes professional learning, school culture, teacher collaboration, workload and relational schools. Helena is a co-founder of #WomenEd and a member of the Headteachers' Roundtable.

Claire Nicholls has been teaching for ten years. After a Primary PGCE, she found her passion in Special Educational Needs teaching and has led inclusion in mainstream and specialist settings. She is currently a SENDCo at a secondary school in Bristol and a Specialist Leader in Education for SEND.

Hannah Wilson is the Executive Headteacher of Aureus School and Aureus Primary School, part of the GLF Schools Trust. She is the Strategic Lead for the GLF Teaching School Alliance and the Sub-regional Strategic Lead for the SE Women Leading in Education Network for Oxon, Berks and Bucks (NCTL). Hannah co-founded #WomenEd and was a National Leader for #WomenEd until September 2018. She is a DfE coach for the Women Leading in Education initiative. Hannah is also a Trustee for the GEMs Primary Academies in Didcot and Twickenham.



Without Jules, Sameena, Hannah, Helena and Natalie, there would be no #WomenEd and this book would not exist, so thank you co-founders for your determination and foresight. Without thousands of women and men across the globe, there would not be a dynamic and incredible movement to inspire this book. Without a shadow of a doubt, James Clark and Diana Alves at SAGE have made this book come into being, along with the whole editorial, marketing and production team: we hope we live up to expectations. Lastly, the wonderful words of all chapter authors and contributors represent the #WomenEd community beautifully, so thanks to you.

Keziah would especially like to acknowledge the love and support of her family and friends - particularly Andy, Evie, mum and dad. The creation of this book coincided with some dark days; I will be eternally grateful to all those in the #WomenEd community who supported me at this time. Still I rise.

Vivienne would especially like to thank Tony and Julie for their patience and love and my family and friends who always support me. Thank you also to the wonderful #WomenEd community who lifted me up when I faced adversity and who continue to make me hopeful and proud. Still we rise.

FOREWORD

When I read the proof copy of this book, I tweeted that I believed it was powerful enough to be a ‘game-changer’. Within moments, a chorus of encouragement embraced me from Twitter echoing, liking, adding to my tweet. The process of reading the voices of so many women sang to me and, as I read, I could feel my own professional courage increase. #WomenEd embodies the promise of collective endeavour and collegiality. This is a movement that achieved almost overnight recognition and support from thousands of colleagues within education (mainly but not exclusively women). Before our eyes, within a short space of time, #WomenEd has emerged onto the educational landscape with refreshing warmth and humour but with a steely determination to challenge inequity relentlessly.

Throughout my career in education I have tried to follow the path least travelled. I have allowed my heart to influence career choices and passion for an alternative improvement agenda to inspire energy even at times of near exhaustion. Always, throughout, I have loved the transformative effect of teaching. As a headteacher, I became completely immersed in the world of our school. The successes of children, staff and wider community members became a shared success. Research into *Learning without Limits* focused on the importance of ‘finding a way through’ collectively to support and inspire achievement beyond what others may expect. Everything that I believe is educationally important is embodied within this inclusive approach. Refusing to accept limits, defying labels, embracing struggle – all of this is also utterly at the centre of #WomenEd.

Sometimes in life there are times when stepping forward, being 10% braver, is more compelling than waiting for others to act. In 2016, in partnership with Julie Lilly, we created a Twitter storm about assessment, resulting in a series of events across the country offering a pedagogy for principled assessment under the banner #BeyondLevels. The willingness of colleagues to share practice, to support innovation and to encourage others to be courageous that we witnessed at these events offered new hope for professionalism and the future of education. Working together with #WomenEd, the newly formed Chartered College of Teaching seeks to build on the power of networks with agency for change to create a profession-led system that is ethical and driven by core notions of equity, diversity and ambition for all.

This book matters because it is guaranteed to inspire, to educate and to spark a much-needed clamour for women to assume roles of influence throughout our education system. When I was appointed to the role of Chief Executive of the Chartered College of Teaching I freely admit that I faced a huge challenge. The easier role would have been to stay in school, leave it to others to lead, watch from the sidelines . . . It takes guts to push for change, but the reality is that when we begin to work together everything gets easier and seems possible. Hope, vision and collaboration encourage previously unknown strength.

What bursts out of these pages is the power of the collective. We need this at scale and we need it more than ever. Passive acceptance of injustice, inequity and prejudice is hard to challenge in isolation, but change becomes possible and real through the power of communities. Within each chapter every author celebrates the story of a personal role model. These

inspirational vignettes show just how important it is to seek out those we can learn from, both within the family and amongst colleagues and others we may admire from a distance. Reading this book, inspired to action, you too can become a role model for others. We are reminded of the importance of living our values, allowing our inner voice to recognise what is possible and acting accordingly. That is the promise that #WomenEd sets out to achieve and achieve it they will, with your help. Go to it.

ALISON PEACOCK
CHIEF EXECUTIVE OF THE CHARTERED COLLEGE OF TEACHING

ALL ABOUT #WOMENED

GETTING INVOLVED WITH WOMENED

We hope we have inspired you to engage with #WomenEd, and one of the best ways to do this is to go to an event. Our events are posted on Eventbrite and shared on our social media sites, our app and our website. Here are ways you can contact or connect with us:

- Twitter** @WomenEd is our main Twitter account. Our hashtag is #WomenEd, which we use for all our events and networking so you can engage with what is happening across our global networks. Search for @WomenEd on Twitter and a list of our networks appears.
- Blog** womenedblog.wordpress.com Our blog is a great place to engage in debate, dialogue, reflection and celebration.
- Facebook** You can also engage with us here: [facebook.com/womened](https://www.facebook.com/womened)
- Website** womened.org
- Newsletter** <https://mailchi.mp/2eec9d3558fa/womened>
- App** App store: [buff.ly/2dHEqO4](https://www.buff.ly/2dHEqO4) (*Our app is a work in progress*)
Google play: [buff.ly/2dHDjOj](https://www.buff.ly/2dHDjOj)
- Email** womenedleaders@gmail.com
- Eventbrite** [Eventbrite.co.uk](https://www.eventbrite.co.uk) Search for #WomenEd and a location.
- Periscope** Some events are recorded: search for #WomenEd via the Periscope app.

Thanks to Pen Mendonça, who has created graphic recordings of our events as well as the amazing image of our #WomenEd values in Chapter 1.

Pen Mendonça is a pioneering graphic facilitator with 20 years' experience of working across the UK public and voluntary sectors, and directly with communities. Her essays can be found in *Studies in Comics, Women: A Cultural Review* and Demeter Press books on motherhood. Her Twitter name is @MendoncaPen