

EdCon2021

01 - 02 December 2021



Keynote



Interactive Workshop

Agenda

Time:	Wednesday 01 December	Thursday 02 December
10:00 - 10:30	 The direction of travel: academy projects with Adrian Shardlow, Charlotte Antoniou and Tom Briant-Evans	 Supporting transgender and non-binary pupils with Hayley O'Sullivan
10:30 - 11:00	Networking and EdCon Expert appointments	Networking and EdCon Expert appointments
11:00 - 12:00	 Fit-for-purpose outsourcing - getting contracts right with Anja Beriro, Amba Griffin-Booth, Joe Babos, Joe Davis and Mia Plume	 Process vs Pragmatism in Employment Law: Two Sides of the Same Coin? with Ian Deakin, Ray Silverstein and Gill Martindale
12:00	 Managing conflict with parents and staff with Hayley O'Sullivan and Jessica Collinson-Shield	 How to navigate a merger or transfer with Mark Blois, Lydia Michaelson-Yeates and Sam Henson (NGA)
12:00 - 13:20	Networking and EdCon Expert appointments	Networking and EdCon Expert appointments
13:20 - 13:50	 Mergers: reflections from the health experience with Nick MacKenzie and Christian Dingwall	 Back to the Future; an employment update with Ian Deakin
13:50 - 14:15	Networking and EdCon Expert appointments	Networking and EdCon Expert appointments
14:15 - 15:15	 Inspections of multi-academy trusts with Katie Michelin	 Building a great CEO and Chair relationship with Emma Hughes and Philip Wood
15:15	 Social mobility - practising what we preach with Emma Hughes and Tom Lyas	 Developing skills for the Investigating Officer with Eleanor Drabble

Keynotes

All keynotes are 30 minutes in duration and include time for questions and answers. Each keynote will be recorded and available for you to watch on-demand.

The direction of travel: academy projects

After a period of uncertainty, academy conversion and trust growth are back on the education agenda.

In this keynote, academy specialists Adrian Shardlow, Charlotte Antoniou and Tom Briant-Evans will come together to look at the messages and narrative coming from the Department for Education.

They will also share their insights and discuss how their clients are reacting to the recent messaging and responding to the challenges ahead.

Mergers: Reflections from the health experience

In this keynote, legal Partners Nick MacKenzie (Education) and Christian Dingwall (Health) will discuss insights gained from our role supporting NHS trust mergers over the last few years and consider how they might be useful in the schools and academies sector.

They will also both draw on their experiences to consider what the second decade of the expanded academies programme might be like, and how it might be different going forward.

Supporting transgender and non-binary pupils

The narrative around equality, diversity and inclusion is stronger than ever. However, in a world full of misinformation and limited statutory guidance, how can you best support transgender and non-binary pupils in your schools?

In this keynote, Senior Associate Hayley O'Sullivan will provide an update on the current state of play and consider the challenges of supporting pupils in practice.

Back to the Future

With several confirmed and tentative changes in employment law on the horizon, Employment Partner, Ian Deakin is back with an employment update like no other.

In this short keynote, Ian will cover (amongst other things) flexible working, restrictions in employment contracts and key employment status changes. There will also be time for you to ask the expert your burning questions.

Workshops

All workshops are 60 minutes in duration and have a maximum capacity of 60 delegates. Choose from one of two sessions that run simultaneously each morning and afternoon.

Workshop A: Fit for purpose outsourcing - getting contracts right

Are your contracts fit for purpose? If you're unsure and you want to feel empowered to get them right first time, this workshop is for you.

Using real-life examples, our procurement, employment, commercial and disputes specialists come together to take you through the key elements of procuring, drafting and agreeing a dummy catering contract. Reduce risk with our top tips, guidance on TUPE provision and contentious clauses and pointers on what to look out for, before signing.

Workshop B: Managing conflict with parents and staff

With the number of complaints on the rise, sometimes it can be hard not to take them personally or not want to ignore them completely.

In this workshop, our legal and HR experts will be exploring why it's important to always follow procedure and will share strategies to enable you, as a senior leader, to keep a clear head - even when an issue might feel like a personal attack.

By focusing on the facts and not letting emotions cloud judgement, we will look at real-life examples of when a complaint has got out of hand and share some strategies with you to help avoid complaints spiralling out of control.

Workshop C: Inspections of multi-academy trusts

As academy trusts continue to evolve, increased scrutiny and a tighter inspection framework focused on MATs seems likely. Discuss.

In this workshop Senior Associate Katie Michelin will guide you through some of the recent updates made to the MAT summary evaluations operation guidance and encourage you to share your views and experiences of these. Come prepared to listen and share your thoughts in the context of the future academies programme and the possibility of legislation to inspect MATs.

Workshop D: Social mobility - practising what we preach

In 2020, Browne Jacobson was listed as one of the UK's leading employers for promoting social mobility in the workplace.

In this workshop, Head of HR Services for Schools, Emma Hughes, is joined by the firm's Recruitment Manager Tom Lyas (the brains behind our award-winning revolutionary virtual work experience programme) to share our learning and experiences with you.

Workshop E: Process vs Pragmatism in Employment Law: Two Sides of the Same Coin?

In this workshop, employment lawyers Ian Deakin and Ray Silverstein compete in their own schools-focused 'Presidential' debate on the best way to approach cases: focus on process or focus on the outcome? Delegates will have the opportunity to vote on the best approach, but as with real-life scenarios, not everything is as straightforward as it might first appear.

Workshop F: How to navigate a merger or transfer

In this workshop, Head of Education Mark Blois and newly promoted Legal Director Lydia Michaelson-Yeates are joined by Sam Henson, Director of Policy and Information from the National Governance Association. The legal and governance experts will provide an overview of the academy merger and transfer processes, work through the key issues that are likely to arise and discuss how you can embed an effective integration plan post-transfer.

Workshop G: Building a great CEO and Chair relationship

Highly functioning partnerships between the Chair and CEO are business-critical in any sustainable, successful trust. In this workshop, our HR and governance experts come together to discuss the nine key traits of highly functioning partnerships and consider the impact of this relationship on employee retention and succession planning.

Workshop H: Developing skills for the Investigating Officer

In this workshop, HR Consultant Eleanor Drabble will take you through the key skills needed for undertaking the role of the Investigating Officer for a disciplinary investigation. You will be guided through the process of drafting a report and preparing for the hearing.

Light bites

Our light bites area allows you to quickly access and digest updates and advice from our team. Each recording is no longer than five minutes in length and so they are perfect for watching between live sessions.

- Absence management - good and bad occupational health referrals
- Building for the future - Executive Leaders and Governor programme
- Building works - important considerations for academy trusts
- Capital projects in schools
- Domestic abuse - supporting your employees
- EHCPs - have you been correctly consulted?
- Fair Dismissal
- 'Fit and proper person' test
- Five things to look out for in 2022
- Good data management - email retention
- Immigration update
- KCSiE and references: tweaking your recruitment process
- Know your commercials
- Low-level concerns - embedding with your staff
- Managing capability - legal risks and advice
- Menopause in the workplace
- Offsite education - exercising your powers
- Outcomes-focused training
- Using data to improve your safeguarding
- Personal data breaches
- Pre-action protocol for debt claims
- Restructure v Redundancy
- School finances - do's and don'ts and the benefits of setting up a charity foundation
- School trip cancellations
- Serial and persistent complaints
- Subject access requests
- Suspensions
- Terminating contracts
- The ill-health retirement process (for Teachers' Pensions and LGPS)
- Top tips for evidencing compliance
- Top tips for restructures within schools
- Your proactive safeguarding strategy