



3 – 28 March 2025

# EdCon 2025 programme

Redefining education's boundaries through  
innovation, collaboration and creativity

**EdCon**  
**2025**

**Browne**  
**Jacobson**

# Week one: 3 – 7 March

## EdCon 2025 programme of events

| Date and time   | Theme                        | Title   | Overview   | Speakers   |
|---|------------------------------|---|--|--|
| Wednesday 5 March, 2pm<br><br><a href="#">Register and add to your calendar</a> | Horizon scanning             | Strategic absence management; focusing on the rise of mental health absence | <b>Live session</b><br>In this session we'll explore tips and techniques to manage the rise in absences related to mental health; particularly long term.  | <b>Tom Wallace</b><br>Deputy Head of HR Services<br><br><b>Tanya Jackson</b><br>Senior HR Consultant |
| Accessible from Monday 3 March  | Creativity and innovation    | Making AI work for you  | <b>Article</b><br>Artificial Intelligence (AI) stands at the forefront of innovation, offering unprecedented opportunities for schools. In this article, we'll explore what schools can do now to prepare for the change to come.                                | <b>Claire Archibald</b><br>Legal Director  |
| Accessible from Monday 3 March  | Horizon scanning             | School Leaders Survey and what you are telling us                           | <b>Article</b><br>Research for this survey was carried out during October 2024 with respondents representing over 1,650 schools. The information will give leaders food for thought when planning their priorities and approaches in 2025.                       | <b>Nick Mackenzie</b><br>Partner<br><b>Heather Mitchell</b><br>Partner                               |
| Accessible from Monday 3 March  | Developing people            | Cultivating excellence: Empowering your data protection champions           | <b>On-demand light bite</b><br>Effective strategies for recognising potential data protection champions, equipping them with the necessary skills and knowledge and fostering an environment that encourages innovation and proactive data protection practices. | <b>Bethany Paliga</b><br>Senior Associate  |
| Accessible from Monday 3 March  | Creativity and innovation    | Three steps to cut your complaints management time                          | <b>On-demand light bite</b><br>How adopting a fresh mindset and creative approach to complaints management will save staff and governor time and stress and safeguard the home-school relationship.  | <b>Vicky Hatton</b><br>Senior Associate  |
| Accessible from Monday 3 March  | Collaborating and connecting | Working together to safeguard children                                      | <b>On-demand light bite</b><br>Delve into collaborative strategies for managing high-level school safeguarding cases involving the police and social care.   | <b>Vicky Wilson</b><br>Senior Associate  |

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## Week one: 3 – 7 March

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| Date and time                  | Theme             | Title                     | Overview  | Speakers  |
|--------------------------------|-------------------|---------------------------|---|---|
| Accessible from Monday 3 March | Horizon scanning  | Navigating new directions | <b>On-demand light bite</b><br>Explore the practical implications of what the Employment Rights Bill and other proposed changes to employment law will mean for schools and their staff.  | <b>Emily Armistead</b><br>Associate (FCILEx)  |
| Accessible from Monday 3 March | Developing people | #EdInfluence podcast      | <b>Podcast</b><br>Nick Mackenzie hosts a special retrospective with colleagues and fellow executive coaches Emma Hughes and Iain Blatherwick. Together, they reflect on the highlights, recurring themes and hard-hitting ideas shared by guests throughout Series 3 of #EdInfluence. | <b>Nick Mackenzie</b><br>Partner<br><b>Emma Hughes</b><br>Partner<br><b>Iain Blatherwick</b><br>Partner |

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## Week two: 10 – 14 March

### EdCon 2025 programme of events

| Date and time  | Theme             | Title   | Overview  | Speakers  |
|--|-------------------|---|---|---|
| Tuesday 11 March, 10am<br><br><a href="#">Register and add to your calendar</a>  | Horizon scanning  | Redefining education's boundaries: Exploring the big priorities | <b>Live session</b><br>In this live panel discussion, we'll explore, debate and forecast the key priorities that will shape the education landscape over the next three years.  | <b>Nick Mackenzie</b><br>Partner<br><br><b>Cathie Paine</b><br>REAch2   |
| Wednesday 12 March, 2pm<br><br><a href="#">Register and add to your calendar</a> | Developing people | Cultivating resilience: Fostering a speak-up culture            | <b>Live session</b><br>We explore the current whistleblowing climate, emphasising the importance of cultural reviews and the cultivation of a speaking out culture within organisations. We also consider progress in other sectors and what schools and trusts can learn from the NHS. | <b>Emma Hughes</b><br>Partner<br><br><b>Polly O'Malley</b><br>Partner<br><br><b>Helen Badger</b><br>Partner, Health sector, Browne Jacobson |

# Week two: 10 – 14 March

## EdCon 2025 programme of events

| Date and time  | Theme                        | Title   | Overview   | Speakers  |
|--|------------------------------|---|--|---|
| Thursday 13 March, 10am<br><br><a href="#">Register and add to your calendar</a> | Collaborating and connecting | How forging strong alliances will drive sector change                                 | <b>Live session</b><br>In this session, we'll explore the emerging role of trusts as civic leaders and how forging strong alliances can bring about meaningful sector change and improvement.  | <b>Charlotte Antoniou</b><br>Partner<br><br><b>Lydia Michaelson-Yeates</b><br>Legal Director<br><br><b>Michael Barton,</b><br>Head of advocacy and external affairs, NGA<br><br><b>Sam Henson</b><br>Deputy Chief Executive, NGA<br><br><b>Steve Rollett</b><br>Deputy Chief Executive, CST |
| Accessible from Monday 10 March  | Developing people            | Neurodiversity & Well-being Development in Schools                                    | <b>Article</b><br>We'll explore the intersection of neurodiversity and well-being, offering insights into how schools can embrace these principles to foster a culture of acceptance, understanding, and growth.   | <b>Hayley Rivens</b><br>HR Consultant   |
| Accessible from Monday 10 March  | Developing people            | Leadership development: A crucial step in transitioning from teaching to senior roles | <b>Article</b><br>Leadership development is crucial for those transitioning from a teaching role to a position within the senior leadership team in a school or trust. due to unique challenges  | <b>Marie Ashton</b><br>HR Consultant  |
| Accessible from Monday 10 March  | Collaborating and connecting | Partnership Power: Elevating education through strategic collaboration                | <b>On-demand light bite</b><br>Featuring key insights from Browne Jacobson and the Association of School and College Leaders (ASCL), this discussion delves into the practical and transformative power of strategic partnerships in the education sector and why they are now more important than ever. | <b>Mark Blois</b><br>Partner<br><br><b>Julie McCulloch</b><br>Senior Director of Strategy, Policy & Professional Development Services, ASCL   |
| Accessible from Monday 10 March  | Creativity and innovation    | Innovation to boost recruitment and retention   | <b>On-demand light bite</b><br>The education sector is facing a critical challenge in recruiting and retaining high-quality teachers and support staff necessitating creative and innovative solutions.  | <b>Tom Wallace</b><br>Deputy Head of HR Services  |

# Week three: 17 – 21 March

## EdCon 2025 programme of events

| Date and time  | Theme                     | Title  | Overview  | Speakers  |
|--|---------------------------|--|---|---|
| Tuesday 18 March, 10am<br><br><a href="#">Register and add to your calendar</a>  | Creativity and innovation | Creative solutions for managing difficult employees                                      | <b>Live session</b><br>Delve into the art of managing difficult employees through the lens of creativity and innovation. From personality clashes and unmeritorious grievances to the misuse of whistleblowing procedures and disciplinary avoidance, explore how to minimise the impact on team dynamics, productivity and morale. | <b>Sarah Linden</b><br>Senior Associate<br><br><b>Sarah Ashley</b><br>Senior HR Consultant  |
| Thursday 20 March, 10am<br><br><a href="#">Register and add to your calendar</a> | Creativity and innovation | A proactive approach to data protection  | <b>Live session</b><br>Explore innovative strategies and best practices for managing data protection proactively, ensuring that your school not only complies with regulations but also enhances the safety and privacy of your stakeholders.   | <b>Claire Archibald</b><br>Legal Director<br><br><b>Natalie Borrington</b><br>Governance Leader,<br>Aston Community Education Trust |
| Accessible from Monday 17 March  | Horizon scanning          | Trends in school exclusions and implications for the future of education                 | <b>Article</b><br>The issue of school exclusions remains a pressing concern, with indications that challenges may intensify. This trend is particularly significant in light of the increasing recognition of the intersection between Special Educational Needs and Disabilities (SEND) and the rates of school exclusions.        | <b>Philip Wood</b><br>Senior Associate  |
| Accessible from Monday 17 March  | Creativity and innovation | Fostering inclusion: Creative and innovative approaches to supporting transgender pupils | <b>On-demand light bite</b><br>As schools strive to create inclusive environments for all students, understanding how to support transgender pupils in compliance with the Equality Act becomes crucial. This includes sensitive areas such as changing rooms, toilets, and during residential visits.                              | <b>Hayley O'Sullivan</b><br>Senior Associate  |
| Accessible from Monday 17 March  | Developing people         | Future-proofing your safeguarding team   | <b>On-demand light bite</b><br>The essentials of talent development within the safeguarding context, to secure a resilient, adaptable and skilled team ready to meet the challenges of tomorrow.  | <b>Dai Durbridge</b><br>Partner   |

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## Week three: 17 - 21 March

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| Date and time                   | Theme                        | Title  | Overview   | Speakers                                  |
|---------------------------------|------------------------------|--|--|---|
| Accessible from Monday 17 March | Collaborating and connecting | Strengthening Special Educational Needs and Disabilities (SEND): Collaborative pathways across sectors | <b>On-demand light bite</b><br>SEND provision is a critical area within education that benefits greatly from innovative, cross-sector collaboration. As we observe an encouraging trend of partnerships between the independent sector, trusts, and Local Authorities (LAs), there's a growing recognition of the untapped potential in broadening these collaborations. | <b>Laura Thompson</b><br>Senior Associate |

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## Week four: 24 – 28 March

### EdCon 2025 programme of events

| Date and time   | Theme             | Title   | Overview  | Speakers  |
|---|-------------------|---|---|---|
| Tuesday 25 March, 10am<br><br><a href="#">Register and add to your calendar</a> | Developing people | Nurturing diversity and inclusion with Hemisphere Education | <b>Live session</b><br>Explore how Hemisphere Education's innovative digital CPD programme in racial literacy uses evidence-based strategies, real-life examples and actionable solutions to support school staff to understand, safeguard and nourish minority ethnic students and foster a more inclusive school environment. | <b>Tom Lyas</b><br>Head of Resourcing at Browne Jacobson<br><br><b>Yasmina Kone</b><br>Hemisphere Education |



# Week four: 24 – 28 March

## EdCon programme of events

| Date and time  | Theme                        | Title   | Overview   | Speakers  |
|--|------------------------------|---|--|---|
| Wednesday 26 March, 2pm<br><br><a href="#">Register and add to your calendar</a> | Horizon scanning             | AI and safeguarding: Identifying risks and embracing opportunities      | <b>Live session</b><br>Delve into the dual facets of AI in safeguarding—highlighting the potential risks and vulnerabilities that AI introduces, while also showcasing how AI can be a powerful ally in enhancing safeguarding measures. | <b>Dai Durbridge</b><br>Partner<br><br><b>Bethany Paliga</b><br>Senior Associate                  |
| Thursday 27 March, 10am<br><br><a href="#">Register and add to your calendar</a> | Collaborating and connecting | A high performance culture  | <b>Live session</b><br>This session will explore how best to work together to create a high performance culture in your school/Trust.  | <b>Emma Hughes</b><br>Partner<br><br><b>Tom Wallace</b><br>Deputy Head of HR Services             |
| Accessible from Monday 24 March  | Collaborating and connecting | What can schools learn from businesses on handling parental complaints? | <b>Article</b><br>An interview with HSBC's ex-commercial manager.  | <b>Vicky Hatton</b><br>Senior Associate   |
| Accessible from Monday 24 March  | Developing people            | Top 5 Takeaways from EdCon 2025: Redefining Education's Boundaries      | <b>On-demand light bite</b><br>Our experts share their highlights and top takeaways from this year's EdCon 2025.   | <b>Mark Blois</b><br>Partner<br><b>Polly O'Malley</b><br>Partner<br><b>Emma Hughes</b><br>Partner |



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