

- Sarah Henderson
- Barlby High School
- PSHE Lead & Teacher of MFL

What was the focus for your development/ Why did you want to take part in the programme?

The focus of my development was to grow as a leader to feel better equipped in my role as PSHE lead ready for the launch of our new 2020 PSHE curriculum. I planned to attend PSHE CPD training to increase my knowledge of the subject and identify role models who have a strong vision for the subject. Secondly, I hoped to improve and develop my leadership skills, particularly in successful management of people and in communication, as my role significantly involves supporting form tutors and PSHE teachers in the delivery of the curriculum.

I wanted to take part in the programme because I have really benefitted from programmes with EborHope TSA in the past and I know how passionate they are about empowering women in leadership.

What impact has the programme had on you?

The WLPN sessions and guest speakers have helped me grow my leadership skills, given me ideas of how I can continue to do this and inspired me with ideas about leadership opportunities to consider in the future. The programme has provided support and ideas for areas of development to consider during face-to-face sessions, as well as providing network opportunities to share ideas with other colleagues and make connections. The content of the programme was interesting and informative, as well as useful in considering how to prioritise areas for development.

Guest speakers at each session have been inspiring – I have loved hearing about how they started out and the journeys they have taken to get where they are. It became clear very quickly that everyone has their own path and their own ways of progressing and seizing opportunities. I'm conscious that while I pay close attention to the impact others can have on me, I should also be considering the impact I can have.

The WLPN meetings have been at helpful, regular intervals to keep touching base with others which has really helped me stay on track with my action plan. Equally, updating my action plan along the way has been helpful too, especially for remaining focused on end goals and continuing working towards them.

What do you know now that you didn't know before you started the programme?

I have really been struck by the sheer number of inspirational women in leadership within education and beyond. I know there's a long way to go in this area, but I really enjoyed hearing from so many women and working alongside like-minded people. I've increasingly been seeing the value of having women on leadership teams, and it has become ever more evident what role I might be able to play in this. It's great to see the government uniquely acting on this and promoting women in leadership.

What are your next steps?

- More PSHE CPD through the Alliance for Learning Teaching School and the PSHE Association.
 - Continued participation in Hope network meetings and involvement with local authority support also.
 - Shadowing and working more closely alongside others who do a similar role to me.
 - Providing CPD to staff who teach PSHE sessions, working alongside the Wellbeing in Mind Team.
- Completing the NPQML course, starting in the Spring Term, with a continued focus on PSHE leadership.

Case study- Senior Leader Coaching Programme 19/20



How has EborHope TSA supported you in the programme?

EborHope TSA has been encouraging and empowering for the duration of the programme. They have helped me to achieve several of the goals I set out at the beginning of the WLPN and overall, I feel more equipped as PSHE Lead and have clearer ideas of where I need to go next.

In a sentence, what's the biggest piece of learning/insight you've had from the programme that you'd like to share with others (SLT/colleagues, friends, male colleagues, female colleagues etc)?

I think I've become more aware that everyone has something different to bring to the table whether it's experience, skills, or wisdom. The best leaders are ones who build, and take time to get to know the strengths of, diversely skilled teams and work out ways to utilise each person's strengths to the fullest; one way this is reflected is in the complementary insights women and men have to offer.