

GSA Heads' Induction - Part 1

Tue 19- Thu 21 May 2026

Crowne Plaza Hotel, Stratford-upon-Avon,
Bridge Foot, CV37 6YR



Girls' Schools
Association
Since 1874

"One of the benefits of GSA membership is that it provides you with instant access to a network of other Heads through which it is stimulating to share ideas and solutions."

Programme

Tuesday 19 May

10:00

Registration & Refreshments

10:30

Forming the 'Class of 2026'

Lindsey Hughes, GSA President 2025-2026 and Head of Channing School

11:00

Supporting you in what you do

Jeanette Cochrane, Chief Executive, Girls' Schools Association and **Sue Hincks**, GSA Membership Director

The GSA is one of the leading Heads' Associations within the independent sector. This briefing will help you understand how the GSA works, what it can do for you, and what it can do for your school.

12:00

Refreshment Break

12:10

Relationships with Key Stakeholders

Fiona Miles, Head of Loughborough High School, **Julie Lodrick**, Head of Tudor Hall School and **Clare Macro**, Head of Edgbaston High School for Girls

Hear advice from our panel of experienced GSA Heads on how to establish and maintain good relationships with key internal and external stakeholders?

13:00

Lunch

13:45

Essential Employment Skills for Heads

Philip Lott, Solicitor and specialist in employment law

This lively, interactive event is aimed at new Heads. The seminar offers a basic, practical knowledge of employment law - to enable colleagues to deal with common staffing issues before they 'go critical'.

The approach will be non-technical and essentially pragmatic. Via real-life case studies, we will examine such issues as: individual employment rights; equal opportunities/equalities protections; rights to 'time off'; avoiding pitfalls at interviews; flexible working; and handling disciplinary meetings and dismissals.'

15:25

Refreshment Break

15:45

Essential Employment Skills for Heads - Part 2

Philip Lott, Solicitor and specialist in employment law

Part 2 of this highly practical programme is aimed at those with a little more experience (and who, ideally, have seen Part 1). Here, we will address slightly more complex issues, such as: employment v self-employment; investigations - and dealing with persistent ill-health; imposing changes in contracts; the employer's vicarious liability; and how to settle claims when things go wrong. We will also have an overview of forthcoming employment law developments.

17:15

Sessions end

19:00

Drinks reception followed by Dinner

09:15

Communicating to the Wider Audience

Caroline le Fevre, Le Fevre Media

As a Head you'll need to get involved with the media – whether it's to promote positive stories about your school and its successes, to take part in a podcast or deal with a crisis. This is a short introduction to how the media works – and how to make it work for you.

In this interactive session you'll learn what the media want – what they're looking for and how to approach an interview. We'll analyse what makes some people better interviewees than others and look at the people who do it well.

There will be fun and effective ways of improving performance. We'll look at people's fears and give hints and tips that really work to make sure that you come across as polished professionals.

11:15 Break

11:45

Forewarned is forearmed Part 1

Sue Hincks, GSA Membership Director

Sue Hincks hears regularly from Heads about the issues they are facing, including those which crop up in the first years of headship. She will look at some of the areas which incoming or newly established Heads may want to explore in relation to their own school and explain how GSA membership can support Heads in navigating the journey ahead.

12:45

Lunch

13:45

Schools are people places: leading your staff

Mary Breen, Schools Advisor, Farrer & Co

In this session Mary will explore how to get the best from your staff, including her experience over her 20 years of headship of appointing staff and then developing them, ways to avoid problems and what to do when even so, they come along.

15:00

Break

15:15

Forewarned is forearmed continued

Sue Hincks, GSA Membership Director

A peer to peer discussion session to enable delegates to share wisdom and experience on a range of issues from staffing and operations to parents and pupils.

Joint session with Class of 2025 and 2024.

16:30 Wellbeing break!

After two days of intensive, head-scratching material, please enjoy the chance to go for a walk in Stratford or sit by the river with a cool drink in hand.

19:00 Drinks Reception followed by Dinner

Thursday 21 May

9:30

Coaching in your school

Jeanette Cochrane, Chief Executive, Girls' Schools Association

11:00

Inspection in first weeks of Headship

Sue Hincks, GSA Membership Director & **Sharron Shackell**, Head at St Margaret's Hampstead

A number of GSA Heads find that they are inspected in the first few weeks of headship. What should you expect if you are in this position? Sue Hincks liaises with ISI on behalf of GSA and attends the GSA Membership, Inspection and Accreditation Committee. She will be joined by a Head who was inspected in Week 1 of their headship.

12:00

Lunch

13:30

School finances and working with your bursar- to include a reading of an account

Sue Roxby

Sue Roxby is the Head of Advice and Guidance at the Independent Schools' Bursars Association (ISBA). She is recognized for her expertise in the education sector and her ability to provide practical advice and support to ISBA member schools. Additionally, she has been involved in discussions about the challenges facing independent schools. Here, she shares her experience of how Heads and Bursars can work most usefully together.

14:30

Plenary

Jeanette Cochrane

15:00

Depart



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