

CONFERENCE



# Exploring identity and intersectionality



## Course outline

In today's world mental health is a prevalent issue which affects us all. Each individual has different experiences and identities which can affect their mental health. From discrimination, prejudice, feeling like you don't fit in or being the 'only one'. This conference will look at how these experiences can cause trauma and negatively impact a person's mental health. It will dive into aspects of identity that can also be invisible and interchanging and identify how navigating this can cause distress. Learn how to best support the mental health of those in our communities and understand each person as individual while respecting their identities..

[CLICK HERE FOR MORE INFORMATION AND TO BOOK>](#)



# Exploring identity and intersectionality

Monday, November **25**, 2024

SESSION

1

09:30 – 10:30

**Introduction and Understanding intersectionality and belonging**

Chair: Gaelle Sullivan, Director of Research, Inclusion and IELA

- Sadia Hussain-Şavuk, Diversity, Equality and Inclusion Lead, Fettes College

**Main points to cover:**

*The complexities that come with certain identities e.g the stereotypes, challenges etc – what are we doing to combat these | Codeswitching, 'fitting in' hiding who you are, and understanding the why | Other aspects that can affect this, political stance, world events etc. | Finding out – where do I belong? How school can support this. | Developing cultural skills and cultural confidence. | Understanding children may have trauma from their experienced as being members of marginalised communities – supporting students to heal from past experiences. | Understanding no group experience is monolithic e.g – the importance of being aware of these cultural differences and also individual experiences.*

10:30 – 10:45

**Break**

SESSION

2

10:45 – 12:00

**Panel session: Creating safe spaces for all students to explore their identities**

Chair: Gaelle Sullivan, Director of Research, Inclusion and IELA

- Gemma Holroyd, Head of Student Wellbeing, Queen Ethelburga's
- Lucretia Fields, Vice Principal, UWC Atlantic
- Tyler John, Head of Diversity, Equality and Inclusion Teacher of PSHE, St Paul's School

**Main points to cover:**

*How important are the factors that shape our identity, how do they impact how we see students showing up? | When thinking about the boarding dynamic and supporting international student challenges and multiple identities, what approaches have you found that works? | Let's talk about the concept of the 'Third' identity, how can we support students to feel confident in all of their identities and support their choosing/changing? | Navigating the home environment and culture when beliefs and support is very different to what is experienced at school. | What are some things that work very well in your setting which helps develop comfortability and confidence? | How do you know when students are showing up as their authentic selves and feel safe?*

12:00 – 13:00

**LUNCH**

SESSION

3

13:00 – 14:00

**Changing the culture for staff and students whilst supporting identity**

Chair: Rebekah Hayward, Research and Inclusion Officer

- Rebecca Purdy, Assistant Head: Staff, Co-Curricular, EDI Lead, Felsted School

**Main points to cover:**

*Changes made to staff recruitment and results seen. | The importance of addressing bias and encouraging self-reflection. | Shifting the whole school culture. | Understanding the need for comfort to explore identity/intersectionality. Felsted's understanding of the need for flexibility when exploring identity/intersectionality. | Practical examples of changes/initiatives made in school which support intersectionality. | Fostering an environment of psychological safety, support and celebration for all. | Supporting difficult /sensitive conversations between staff and students and students and students.*

14:00 – 14:15

**Break**

SESSION

4

14:15 – 15:15

**Case study – A schools EDI journey reflecting on the high lows and outcomes**

Chair: Rebekah Hayward, Research and Inclusion Officer

- Susan Peña, Admissions and Communications Manager, Villiers School
- Jill Storey, Head, Villiers School

**Main points to cover:**

*The EDI journey how it began, doing the work and overcoming obstacles. | Social media as a tool and as a hinderance- school example. | Making EDI a priority. | How are children's identities catered too and supported? How does this evolve? | How did you approach/support invisible identities? | How did you know students felt supported? | Creating a shift in mindset of staff and students. | How to reflect and evaluate progress and areas for further development. | The impacts of mental health on school life, friendships and identity.*

15:15 – 15:30

**Break**

SESSION

5

15:30 – 16:30

**Intersectionality through an anti-racism lens**

Chair: Rebekah Hayward, Research and Inclusion Officer

- Amjad Ali, Assistant Headteacher and EDI consultant, co-founder of The BAMEd Network

**Main points to cover:**

*Understanding the lenses of race/ethnicity and culture. | Awareness of trauma and triggers different ethnic groups experience. | The importance of having the EDI subject knowledge as power to support student needs. The complexities of identity, and the varying experiences within intersectional groups. | Changing the perspective e.g ethnic minority – Global majority. | How to develop effective EDI initiatives which support the varying racial intersectional identities in your community? | How to harness and analyse your data to create effective change and positive action.*

16:30

**Conference close**

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and Inclusion Lead  
Fettes College



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Head of Student  
Wellbeing  
Queen Ethelburga's



**Lucretia Fields**  
Vice Principal  
UWC Atlantic



**Tyler John**  
Head of Diversity  
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Teacher of PSHE  
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**Rebekah Hayward**  
Research, Inclusion  
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**Rebecca Purdy**  
Assistant Head:  
Staff, Co-Curricular  
EDI Lead  
Felsted School



**Susan Peña**  
Admissions and  
Communications  
Manager  
Villiers School



**Jill Storey**  
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