

**Centre for Educational Leadership, 2023
Leading into the Future**

**When the Going Gets Tough ...
Is Compassionate Leadership the Way
Forward??**

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Finding your Way through the Leadership Labyrinth

1. Riding the Leadership ‘Wobble Board’

2. When the Going Gets even Tougher

3. Letting Compassion have its Day

COP26



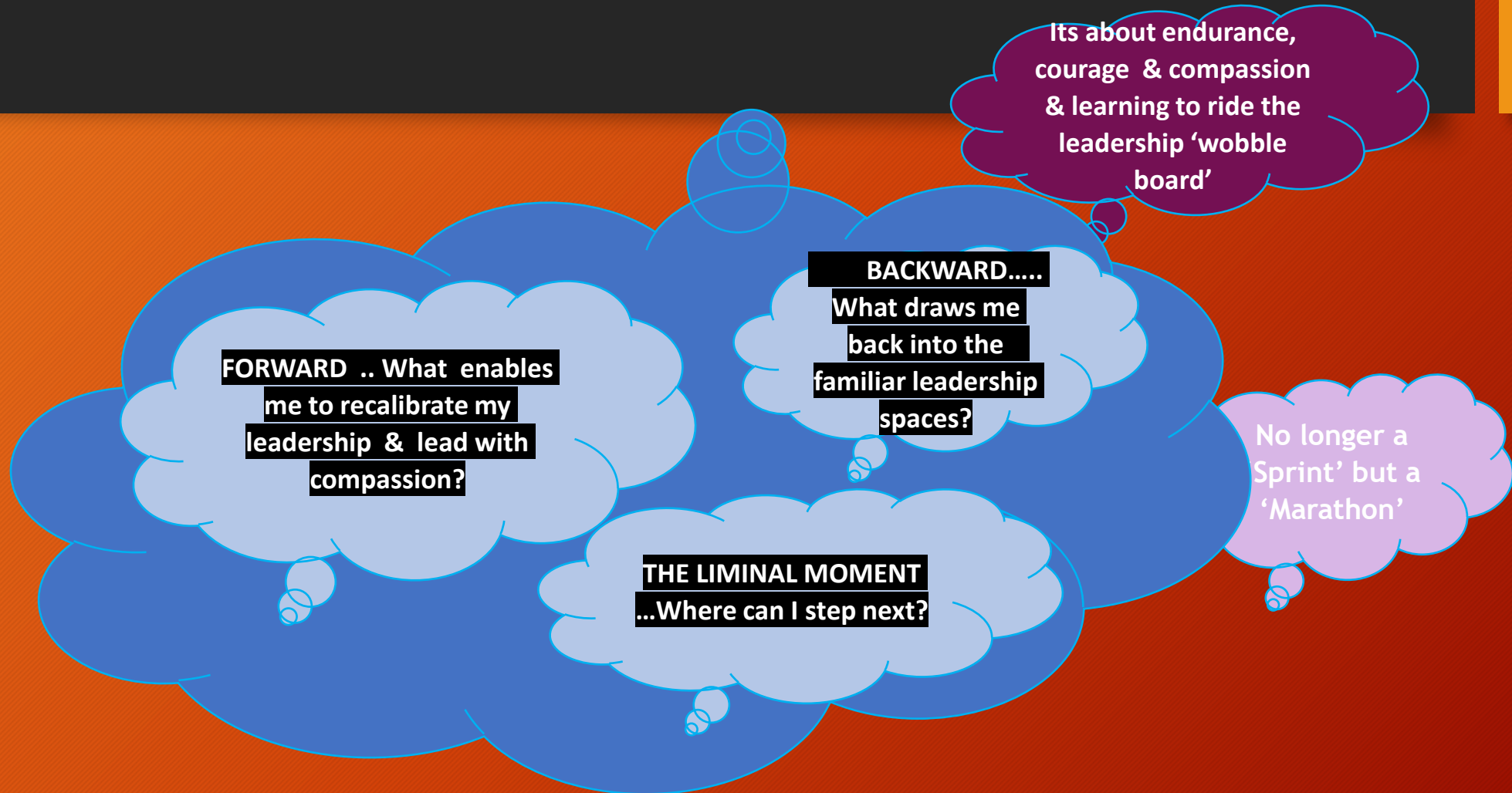
When Covid Came

The Research

Sixteen
headteachers,
three localities

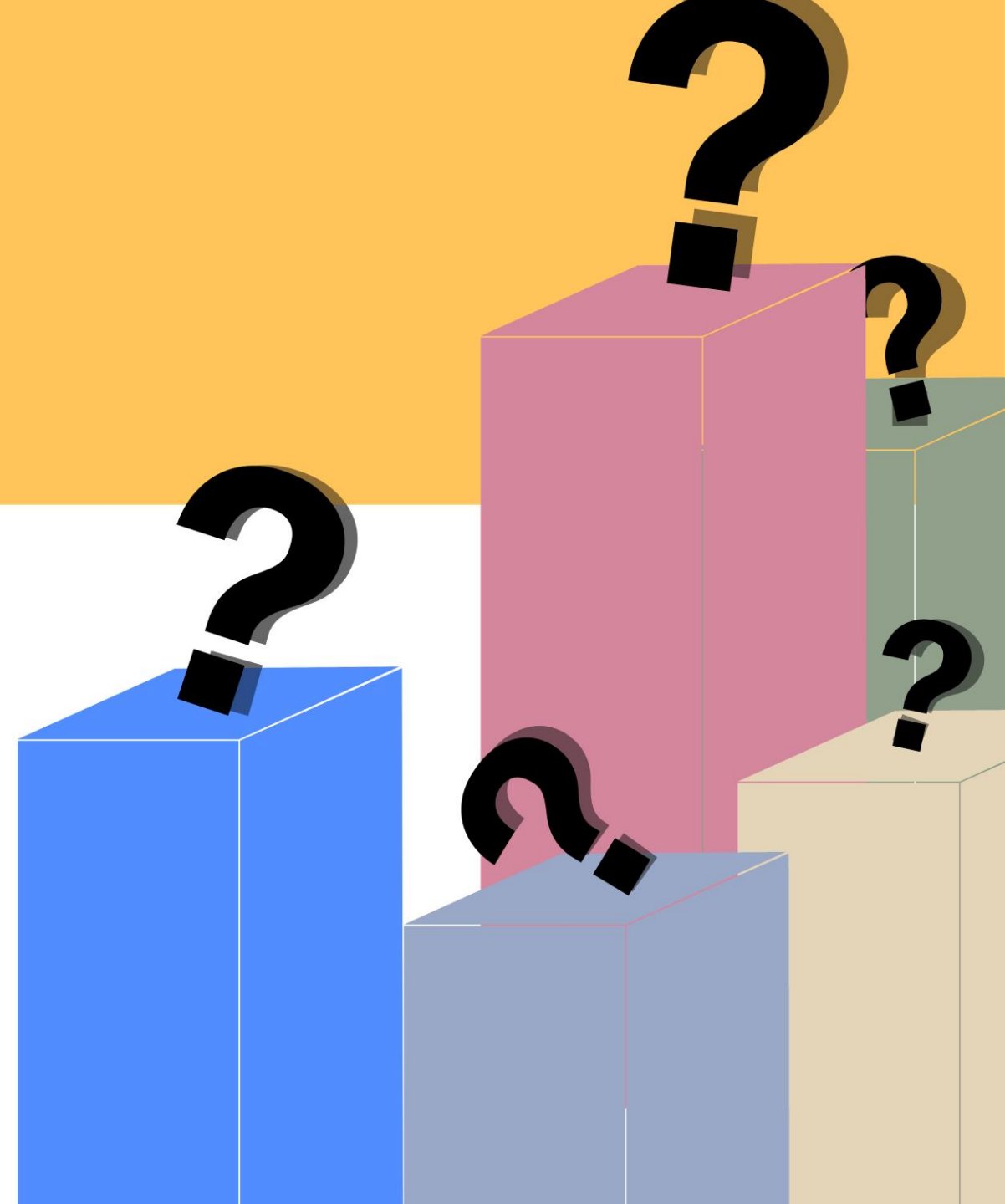
- *We are operating in a world of incredible, frustrating, unclarity... an ever-changing context .. Made even more challenging when there is no clear information...*
- *We're in a political vacuum...a leaderless climate & we need to create (our own) certainty & community ...*
- ***ITS ALL ABOUT COMPASSION***

Coming up for Air?



The Covid-19 Journey

- How was it for YOU?



2. WHEN THE GOING GETS EVEN TOUGHER

Taking stock of the past

Outsider looking in

The newly disenfranchised



Taking Stock Today



**Who belongs?
Who's excluded?
Who are the newly
disenfranchised?**

Stories from the Past (And Present?)

- **Across many Countries & Contexts:** Rapid increase in exclusion, alienation & sense of 'not' belonging in school
- **Exclusions Growing:** Those with the greatest needs find themselves handed the ultimate 'red card' of exclusion
- **Disaffected & Excluded:** Search for 'Belongingness' elsewhere
- **EXCLUDED** frequently become the **EXPLOITED**



Shut up & Leave me Alone

Podcast Series: 'It's Time for a Change - Let's hear it for School Belonging'

International 'Cast' of leading experts, practitioners & young people

<https://www.theartofpossibilities.org.uk>

Shut up & leave me alone
Don't let that be the only words that they know....
Do you feel accepted rejected?...
Are you inclusive or selective?...
Do you feel Safe? Free? Do you Belong? ...

(Extract from Podcast 1: Rapper, Jamie Pyke)

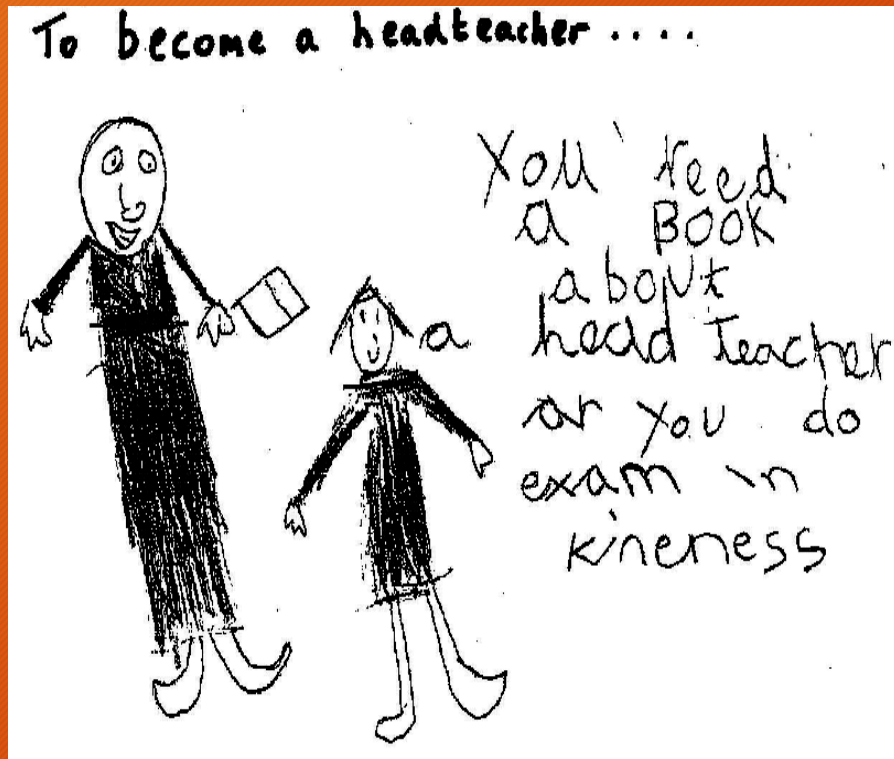


And Yet!

BELONGING BECOMING
BELIEVING BELONGING
BECOMING BELIEVING BE
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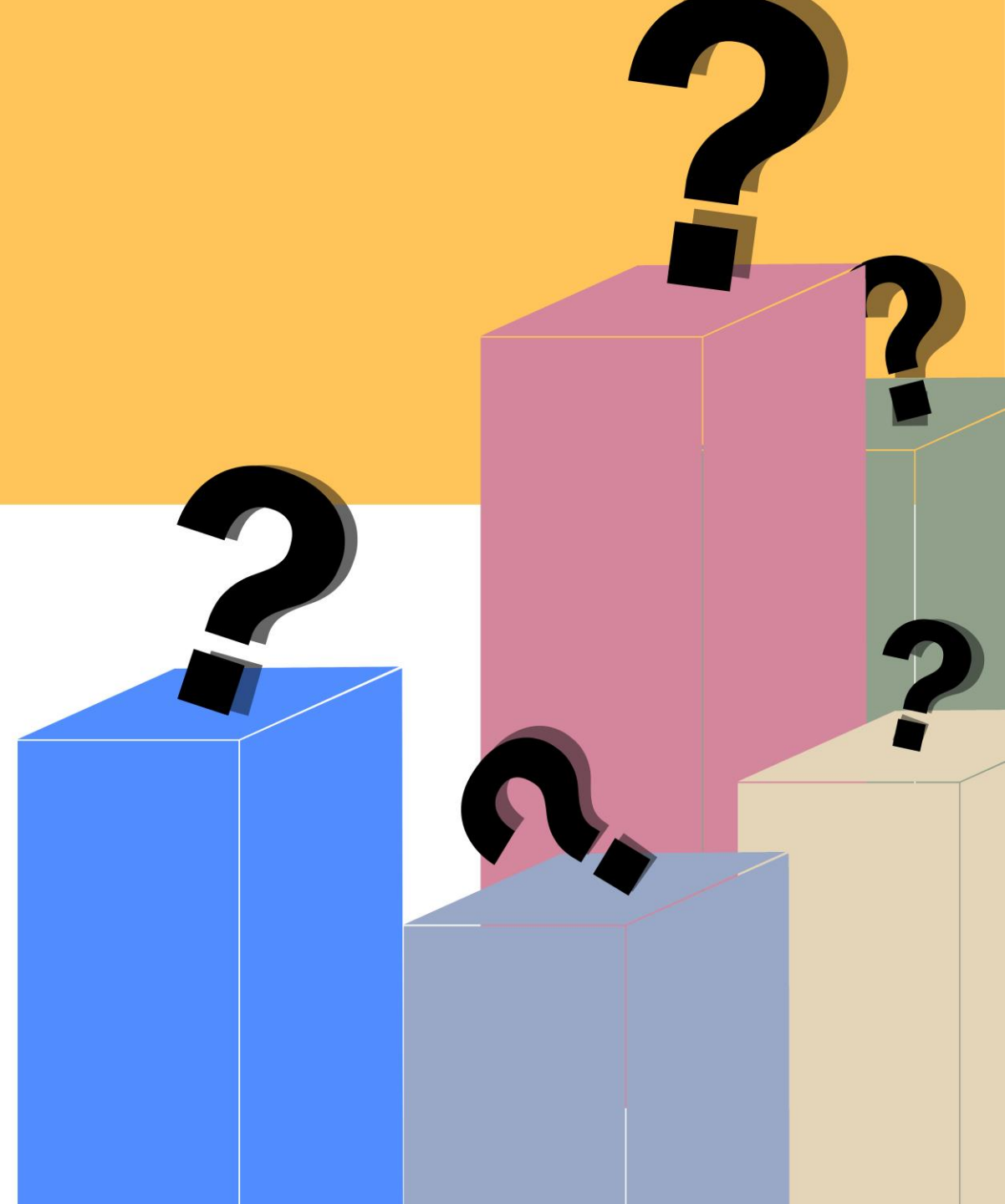


How do you 'Walk' your Leadership?



Your Reality

- What do YOU see today's leadership challenges?



3. LETTING COMPASSION HAVE ITS DAY



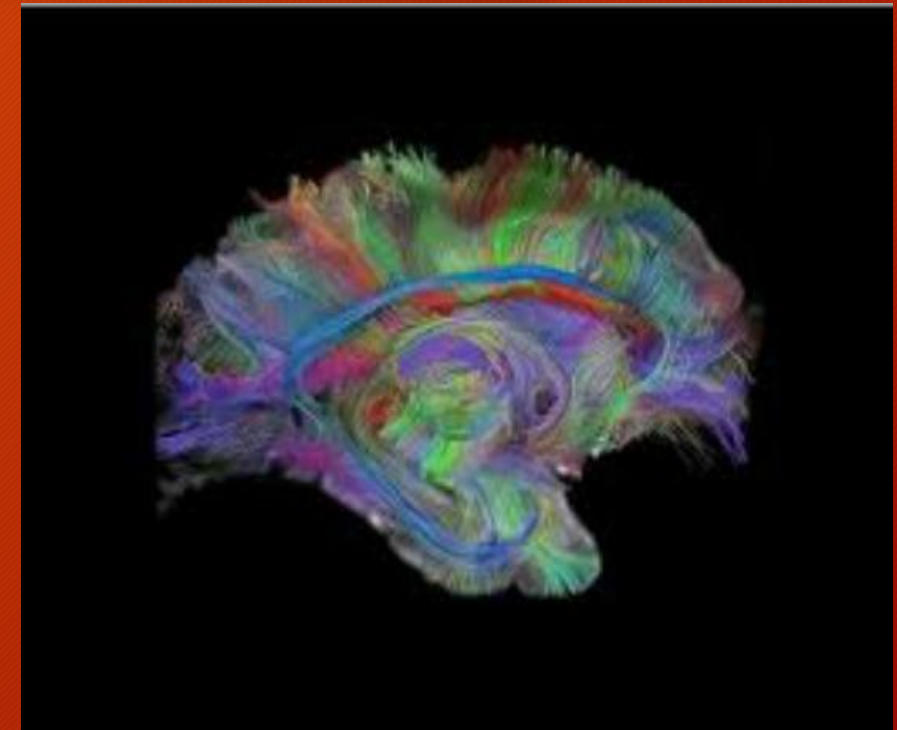
A sense of school belonging...
Doesn't happen by accident



Compassion ... Binds us together & helps make connections



Compassionate leaders ... Attend, Understand, Empathise, Help



Neuroscience: We are hard-wired for compassion

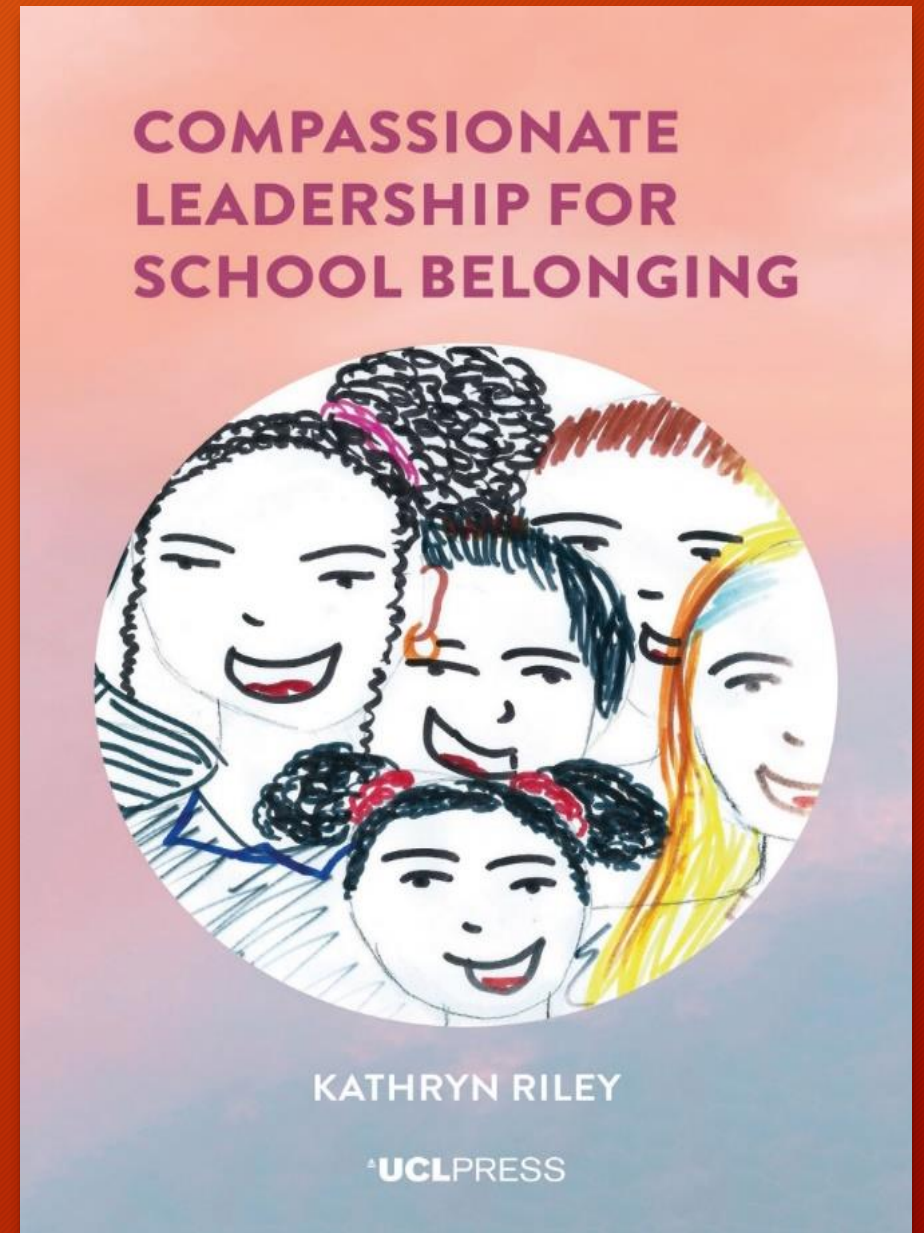
Barriers & Enablers of Compassion

- **Barriers:** Shackles of routine, pressures of overload, complexity of regulations, fear of making mistakes, unworkable targets (Michael West)
- **Enablers:** Compassionate cultures are nurtured by leaders who behave with compassion & take purposeful & intentional actions (Kathryn Riley)

Compassionate Leadership for School Belonging

Download for free: UCL Press

<https://www.uclpress.co.uk/products/17132Press>



The Compassionate Way



- How can you help create a climate of compassion?
- What's getting in the way?
- What needs to happen to create the conditions for school belonging?



<https://www.theartofpossibilities.org.uk>