Institute for Equity, University Centre

Annual Conference on

'Equity in Education & Society'

The Foundry
17 Oval Way, London, SE11 5RR

Conference Schedule
27th June 2025

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Professor Paul Miller
Director
Institute for Educational & Social Equity

On behalf of the Board, staff and Fellows of the Institute Equity, University Centre. It is my pleasure to welcome you to the Institute's annual "Equity in Education & Society" conference. Whether you are a repeat attendee/presenter or this is your first IESE conference, you are welcome! You matter. You belong here.

At the Institute, we believe that EDI is everybody's business, and we are therefore grateful that so many of you, from such diverse organisational types, have found solidarity with our message. Our conference comes at a time of increased polarisation of 'equity' concerns in the UK and globally, and no country, no region, no industry, no individual is spared. Nevertheless, we are living through a great moment of opportunity, to advance social justice work, like never before.

Doing EDI work is extremely challenging, especially in apathetic and resistant national and/or organisational contexts. Yet, we should take hope and inspiration from the efforts of leaders and other organisational stakeholders who working hard to build more inclusive organisations. I hope the keynote and other presentations, and the conversations together, will encourage and renew us as we seek to widen and deepen our work. Thanks to all who have supported this event. We see you. We are grateful. We are, because of you.

#EquityIn Education #EquityInSociety

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Jason Arday is Professor of Sociology of Education at the University of Cambridge, Faculty of Education, and a Professorial Fellow at Jesus College, Cambridge. He was formerly a Guest Editor on BBC Radio 4's Today Programme and listed fourth on the prestigious Shaw Trust Disability Power 100 in 2023.

 Professor Arday has previously held the position of Professor of Sociology of Education at the University of Glasgow, School of Education; Associate Professor in Sociology at Durham University in the Department of Sociology; and Deputy Executive Dean for People and Culture in the Faculty of Social Science and Health. He is a Visiting Professor at The Ohio State University in the Office of Diversity and Inclusion, University of Glasgow in the School of Education, and an Honorary Professor at Durham University in the Department of Sociology.

 He is a Patron of the Adult Literacy Trust (ALT) and Get Further. He is also a Trustee of the British Sociological Association (BSA). Jason sits on the NHS Race and Health Observatory Academic Reference Group and the ITV Cultural Advisory Council.

Professor Jason Arday
Professor of Sociology of Education
University of Cambridge

Emily Norman is the Head of Curriculum and Inclusion for the National Society for Education (Church of England Education Office). Her role includes delivering on the Church of England's From Lament to Action report, specifically in regards to racial justice in the Education sector. This work includes the 'Leaders Like Us' programme for aspiring UKME/GMH school leaders.

Emily has previously overseen the Church of England Education Office's networks for school leaders and partnerships with dioceses, MATs and schools all over the country. Emily worked with colleagues from overseas to initiate the Church of England's International Diversity Networks, working with school and systems leaders in the USA, Canada, India and Australia, as well as in the UK, to discuss ways of implementing EDIJ strategies in schools.

She has been a headteacher in central London, working in schools where over 70 different languages were spoken, a SIAMS inspector, RE consultant and has studied Theology and Leadership at postgraduate level.

Emily Norman
Head of Curriculum and Inclusion for the National Society for Education
Church of England

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Schedule

Item	Time	Room
Registration	08:15 am - 9:15 am	Conference Room
Welcome Professor Paul Miller Director, Institute for Equity, University Centre Students from Lilian Baylis Technology School	09:20 am - 09:30 am	Conference Room
Keynote Speaker 1: Ms Emily Norman, Head of Curriculum and Inclusion, National society for Education	09:30 am – 10:15 am	Conference Room
Concurrent Session 1	10:20 am – 11:50 am	Room(s): 1, 2, 4, 5, 6
Tea Break with Refreshments	**11:50 am – 12:10 pm**	**Conference Room**
Concurrent Session 2	12:10pm – 13:10 pm	Room(s): 1, 2, 4, 5, 6
Lunch	**13:10 pm – 13:55 pm**	**Conference Room**
Concurrent Session 3	14:00 pm – 15:30 pm	Room(s): 1, 2, 3, 4, 5, 6
Keynote Speaker 2: Professor Jason Arday, Professor of Sociology of Education, University of Cambridge	15:35 pm - 16:10 pm	Conference Room
Closing and Thanks	16:10 pm – 16:15 pm	Conference Room
Networking Reception	**16:20 pm -17:15 pm**	**Conference Room**

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Concurrent Session 1 – 10:20am – 11:50am

Room: 1 | Chair: Charmaine Brown
Theme: Equity in UK Higher Education

Presenter	Title of Paper
Suzanne O'Brien Canterbury Christ Church University	*Advancing Equity and Inclusion in Higher Education: A Case Study of organisational grass-roots change*
Richard Race, Teesside University **Sheine Peart,** Nottingham Trent University	*Toxicity and Black Female Academics in Higher Education*
Denise Miller University of Greenwich	*A university should be a place open to the exchange of ideas, not one of censorship": Balancing equity, diversity and inclusion and free speech in academia.*

Room: 4 | Chair: Martin Oliver
Theme: Equity practices, perspectives and students

Presenter	Title of Paper
Hongyan Zhang University of Reading	*How Chinese immigrant parents support their children in education in the UK*
Louis Warwick-Booth, Simon Rowlands, Joanne Trigwell Leeds Beckett University	*Enhancing Equity Practices: using research findings from international students to create communities of learning*
Carl Larsen University of Liverpool	*Student equity advocates as allies in culture change in HE*

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Room: 2 | Chair: Jan Smith
Theme: Curriculum, pedagogy and equity

Presenter	Title of Paper
Pavithra Sarma University of Edinburgh	*What the fuck is learning? (Re)imagining education and learning via resistance, reclamation and refusal*
Arianna Ranieri Edinburgh Napier University	*'CIMSRS: Community Instrumental Music Service for Rural Scotland: The marvelous impact of providing accessible (upper strings) music tuition for adults in rural Scotland'*
Edyta Ballantyne & Marc Thompson *LEAP Federation*	*Curriculum and culture at LEAP Federation*

Room: 5 | Chair: André Harper
Theme: Curriculum, pedagogy and equity

Presenter	Title of Paper
Syra Shakir & Sean Walton Leeds Trinity University	*Radical Resistance: Bridging Intellectual Critique and Activist Praxis in the Fight Against Racial Hegemony*
Suparna Bagchi University of Plymouth	*Exploring (Non)Multiculturalism in Southwest England Primary Schools*
Rafael Henry-Venson University of Glasgow	*Embracing Trauma-Informed Pedagogy in Forensic Education: A Reflection on Lecturers Openness*

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Room: 6 | Chair: Roxana Baltaru
Theme: Being Black in the Academy

Presenter	Title of Paper
Evelyn Corrado University of Roehampton	*The impact of neoliberalism in the UK higher education: BAME academic reflections*
Phillip A Smith Fordham University	*The Essence of Leading While Black and Male: Toward a Model of Black Male School Leadership*
Adam Tate, Nottingham Trent University **Jonathan Glazzard,** University of Hull	*Access & Participation Plans: What do they tell us about Social Mobility?*

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Concurrent Session 2 – 12:10pm – 13:10pm

Room: 1 | Chair: Edyta Ballantyne
Theme: Special Educational Needs & Disability

Presenter	Title of Paper
Sana Ahmed Effusion Therapy	*Transitioning from Sight to Sight Loss: Moving Through Adversity to Achievement - Life as a Female Pakistani Psychologist*
Zoe Stuart University of Wolverhampton	*What are the implications of the 'SEN support' label in the journey to permanent exclusion?*

Room: 4 | Chair: Marc Molloy
Theme: EDI and healthcare and health research

Presenter	Title of Paper
Tyler Mills, University of Hull **Phillip Kerrigan,** University of York	*The role of EDIA in reducing inequities in addiction and mental health research*
Suzanne Ewing Queen Margaret University	*Guardians of Healthcare – Exploring gender and class divide in caring professions*

Room: 2 | Chair: Phillip A Smith
Theme: Diversity statements: do they work?

Presenter	Title of Paper
Channa Bannis Marketing 4 Moments / Saint Mary's College	*Perspectives on Diversity Statements from Black Applicants on the Front Lines of the US Labor Market*
André Harper Tufts University	*DEIA: Perspectives from a Prominent University in Southern Africa*

Room: 5 | Chair: Leila Neshat Mokadem
Theme: Equity & belonging

Presenter	Title of Paper
Robin Warren, The Blossom Federation **Stephen O'Brien,** Viridis Schools Federation	*Storytelling as an instrument in creating belonging*
Olajumoke Okoya & Rebecca Page - Trickell University of East London	*Building Belonging and Mattering through student partnership with commuter students in a School of Business and Law*

Room: 6 | Chair: Chantelle Haughton
Theme: Belonging within and beyond the curriculum

Presenter	Title of Paper
Farnaz Rais The Open University	*Life After the 2024 Summer Riots: What Next for Racially Minoritised Students and Staff in Education?*
Rana Obeid MSc schools for smart learning STEM -KSA	*Inclusive STEM Education: Strategies for Enhancing Diversity and Ensuring Educational Opportunities for All*

Concurrent Session 3 – 14:00pm – 15:30pm

Room: 1 | Chair: Robin Warren
Theme: Leadership, change and professional learning

Presenter	Title of Paper
Marc Molloy & Ria Bailes Metropolitan Police	*Delivering Complex Change in a Large Organisation: Transforming Leadership in the Metropolitan Police*
Helen Carr & Sam Cobbing Canterbury Christ Church University	*Mattering in Practice Education: Authenticity in Leadership Placements*
Leon Andrews, Rachel Clarke, Chantelle Haughton Cardiff Metropolitan University	*Getting under the skin of it: A national approach to anti-racist professional learning and leadership*

Room: 4 | Chair: Syra Shakir
Theme: Black students, care experience, leadership & power

Presenter	Title of Paper
Jan Smith Glasgow Caledonian University	*Support for care experienced students in Higher Education Institutions (HEIs) in the United Kingdom (UK): A content analysis of UK HEIs websites*
Christine Kinnear With Insight Education	*Shifting the lens: Why black students are not the problem to be fixed*
Jo Trevenna Potential Education	*Carnivalesque Leadership and the Dynamics of Power*

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Room: 2 | Chair: Suzanne O'Brien
Theme: Leadership, organisational development and change

Presenter	Title of Paper
Roxana Baltaru University of Bergen	*Do organizational commitments to inclusion work? The case of UK universities*
Ria Sidhu Bath Spa University	*Assessing the Role of Women Leadership in Shaping EDI Policies and Initiatives in the Higher Education Management UK*
Stephen Morales Institute of School Business Leadership	*What we've learned presiding over school business leadership professional*

Room: 3 | Chair: Stuart Love
Theme: Race, individuals and UK universities

Presenter	Title of Paper
Mary Makinde & Flic Lindo Canterbury Christ Church University	*Leadership, Identity, Self and Compassion: Fostering spaces for Black, Asian, Mixed Heritage and Other Minoritised Ethnic Students to thrive in education*
Charmaine Brown, Josephine Gabi, Denise Miller University of Greenwich	*Racially Minoritised Trailblazers (RMTs) Motivation and Actualisation of needs in UK Universities*

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Room 5 | Chair: Jummy Okoya
Theme: Structural and institutional inequality

Presenter	Title of Paper
Martin Oliver UCL Institute of Education	*Committed but vulnerable: enduring the ambivalences of equity work*
Naomi Lumtuntenga Canterbury Christ Church University	*How the 4-year rule and structural racism undermine the contribution of Overseas Trained Teachers (OTTs) in England.*
Andrea Didier University of East London	*Degrees of inequalities: Reviewing the degree awarding gap and its implications for future research*

Room 6 | Chair: Katie Morigi
Theme: Tackling structural and institutional inequality

Presenter	Title of Paper
Minha Khan Global Schools Forum	*Scaling Early Childhood Innovations in Kenya: Evidence from GSF's Impact at Scale Labs*
Sherry Iqbal University of Leeds	*Building Bridges: Educating and Supporting Neurodiverse PGRs in Higher Education*
Leila Neshat Mokadem & Clare Depasquale Equity Lighthouse	*Equity Lighthouse: Guiding Equitable Education - Wellbeing - Global Citizenship, in Scotland*

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