The Y Factor
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Religious Identity & Mission

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Head of Primary

- Early Learning to Year 12
- Catholic School  
  - Dominican
- Culturally diverse
- Approximately 850 students
Statistically, women are less present in leadership in all-boys schools. How do we authentically include the female voice in the ongoing development of boys and their understanding of self and their place in society as they navigate a more inclusive future? Both male and female voices prove vital to the development of healthy relationships for young men and boys of all ages.
Mulan

Showcases men as having to appear to be strong and tough while women usually hold a submissive and gentle nature.
Biological differences between male and females
• Female scientists don’t actually exist, according to the GCSE science curriculum (stylist.co.uk)
• We should all be feminists | Chimamanda Ngozi Adichie | TEDxEuston - YouTube
• What I learned as a woman teaching in elite boys’ schools | Anonymous | The Guardian
• When women lead boys' schools (ieu.asn.au)
• Challenges and opportunities of female leadership in education - The Lancet Child & Adolescent Health
• Women in Leadership show the way (education.vic.gov.au)
• Female Educators Who Changed the World - Cudoo
• About the boys: Tim Winton on how toxic masculinity is shackling men to misogyny | Tim Winton | The Guardian
• Sex differences matter: Males and females are equal but not the same - PubMed (nih.gov)
Elephant in the room

Toxic masculinity
Giving some numbers a voice

• USA (2019 report by the National Center for Education Statistics)
  • Public school teachers – 77% female
  • Public school principals – 55% female
  • Public school superintendents – 34% female

• UK (2021 report by the Department for Education)
  • Primary school teachers – 83% female
  • Head teachers – 35% female
  • Secondary school teachers – 60% female
  • Head teachers – 38% female
• **Canada** (2018 report by the Canadian Centre for Policy Alternatives)
  • Teaching positions public schools – 67% female
  • Senior management positions school board – 37% female

• **Australia** (2021 report by the Australian Council for Educational Research)
  • Teaching workforce – 70% female
  • School principals – 54% female
  • System leaders – 34%
Remember our boys are beautiful
Reflection questions

• What does your context look like? How many female staff are in your workplace?
• How many women are in a middle management position?
• How many females are on the executive team?
• When do your students hear the female voice?
• Is the female voice restricted to the motherly tone?
Strategies

How can we encourage the voice of women in all boys schools?
Why does it matter in an all-boys context?
Positive outcomes for boys

- Self-acceptance
- Widening the lens
- Emotional support
- Communication skills
- Collaboration
- Tools to navigate a diverse society

Build the bridge between their world and the world
Voice of young women
BLACKFRIARS

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