LISTENING LOUDLY

Learning to Listen to the Quieter Voices in Boys’ Schools

Hilton College
Hilton, KwaZulu-Natal, South Africa
Welcome to the 2024 IBSC Regional Conference

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Welcome to the IBSC regional conference.

Amidst the bustle of a boys’ school daily routine, with the competing demands on all of us to create the perfect experience for each boy at each moment in his journey, this conference seeks to find some pause, some reflection, some quiet in our frenetic schedules.

Whilst it is easy to celebrate those from our schools who enjoy the adoration that comes from sporting and academic success, it is perhaps more important to be attuned to the needs of those boys who are finding their purpose in areas and skills that are less public and less popular. This conference is an attempt at highlighting the needs of the everyday boy in our schools, by asking us to listen loudly to his thoughts and his needs even against the noise of public perception and boys’ school metrics that shout achievement at all costs.

I trust that you will find time to reflect, that your enthusiasm for the work you do in boys’ schools will be reignited, and that your sense of purpose will be reinforced.

Enjoy the conference.

George Harris
Hilton College Headmaster

Sanibonani to the heart of the Midlands and KZN, to our annual South African conference as we explore the theme, “Listening Loudly: Learning to Listen to the Quieter Voices in Boys’ Schools”. May the welcoming atmosphere and the backdrop of the stunning Cape Dutch setting of Hilton College inspire you to engage with like-minded professionals dedicated to guiding boys on their journey to manhood as we delve further into this dynamic and pertinent theme.

The IBSC acknowledges with appreciation Hilton College for sharing the Midlands spirit and KZN culture and its gracious hospitality in this idyllic environment. Ngiyabonga kakhulu for the leadership of Headmaster George Harris and the entire conference planning committee.

Whilst meeting in this wonderful setting, may we expand our hearts and minds to dream and establish new ideas.

Thank you for championing boys’ education and for your dedication to our leaders of the future.

Dr Chris Luman
IBSC Regional Chair
DEAR FRIENDS

We are so excited to welcome all our friends from across southern Africa to this year’s IBSC regional conference. These conferences give us time to reflect, engage with old friends and reaffirm our passion for being teachers in boys’ schools. As we get to share our experiences and practices with colleagues from different schools, we hope that this conference will offer delegates time to listen intentionally to all voices that make our schools such incredible places.

As a committee, we have been careful to include the voices of boys and staff in the panel sessions and a cross section of keynote speakers and facilitators to enrich our experiences. Our hope is that by being quiet and listening to others we can truly hear what our colleagues and boys are feeling. Your voice is important, too, and so we have carved out a space in our programme for “Coffee Conversations”. Take part in open discussions about relevant and topical issues in boys’ schools, facilitated by an array of seasoned teachers.

These priceless moments of catching up and networking away from school are what these conferences are about, and we encourage you to make the most of the time away and immerse yourselves in this year’s conference. Thanks to all Hilton College staff who have served as conference committee members and to the team at the IBSC who have supported us.

As teachers invested in the holistic development of boys, it is our calling to grow good men. What a blessed vocation.

Enjoy the conference!

Kgomotso Motlogeloa
On behalf of the organising committee

CONFERENCE AT A GLANCE

THURSDAY, March 7

08:00 - 09:00
Registration and Tea
BELL TOWER & MARQUEE

09:15 - 09:30
Headmaster’s Welcome
George Harris
THEATRE

09:30 - 10:15
Keynote Speaker
Tom Batty, IBSC Executive Director
THEATRE

10:30 - 11:15
Breakaway Workshop 1
CENTENARY CENTRE (VARIOUS VENUES)

11:15 - 11:45
Tea
MARQUEE

12:00 - 12:45
Breakaway Workshop 2
CENTENARY CENTRE (VARIOUS VENUES)

12:45 - 14:00
Walk or take a shuttle bus to the Henley Lapa
HILTON COLLEGE NATURE RESERVE

14:00 - 14:45
Lunch
HENLEY LAPA

14:45 - 15:30
Keynote Speaker
Puno Selesho, Spoken Word Artist
HENLEY LAPA

15:30 - 16:00
Tea
HENLEY LAPA

16:00 - 17:00
Shuttles transport all delegates back to school

17:00 - 18:30
Braai
WILD GARDENS

18:30
Shuttles transport delegates to their accommodation
CHAPEL PARKING
## FRIDAY, March 8

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<td>• Guided forest walk</td>
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<td>• 5km trail run on the estate</td>
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<td>07:30 - 07:45</td>
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<td>Fabrice Nahimana, Mentor</td>
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<td>In conversation with Ali Kingsley, Founder of Amathuba Foundation</td>
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<td>09:30 - 10:15</td>
<td>Breakaway Workshop 3</td>
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<td>Matt Lawlor, Strategy Advisor</td>
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<td>14:45 - 16:00</td>
<td>Coffee Conversations</td>
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<td>Listening Loudly to Each Other</td>
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## SATURDAY, March 9

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<td>Listening Loudly to Our Boys</td>
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<td>Facilitated by Hilton College</td>
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<td>Second Master Tony Shuttleworth and Hilton College Deputy Head of School</td>
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<td>Daniel Sweeney</td>
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<td>09:30 - 10:15</td>
<td>Keynote Speaker</td>
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<td>Nozizipho Tshabalala, Conversation Strategists CEO</td>
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<td>10:15 - 10:30</td>
<td>Closing by Puno Selesho</td>
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<td>Thanks by Conference Director</td>
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<td>Kgomotso Motlogeloa</td>
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<td>10:30</td>
<td>Tea</td>
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<td>Shuttles depart to Oribi Airport and King Shaka International Airport</td>
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CONFERENCE INFORMATION

Conference Theme
"Listening Loudly: Learning to Listen to the Quieter Voices in Boys’ Schools’ is the theme for our regional conference this year. With so many voices that demand our attention and energy, what is it that we miss in our schools and in shaping our young men? Our aim is to get teachers in boys’ schools to listen consciously to the quiet voices in our schools and reflect on what it is that is not being heard. The conference also aims to listen to teachers and afford them opportunities, through panel discussions and “Coffee Conversations”, to engage with each other and share best practices.

Conference Overview
All conference events will be on the Hilton College campus. Keynote addresses will take place in the theatre and the breakaway workshops will take place in various venues in the Centenary Centre.

Conference Registration
Registration will take place at the bell tower in front of reception on Thursday from 08:00 to 09:00. Delegates will receive their conference packs and lanyards, which we encourage you to wear throughout the conference. Please note that on registration, you will need to notify us whether you are going to take part in any of the Soul Time activities, which start at 06:00 on Friday and Saturday, so that we can book your transport.

Soul Time
Between 06:00 and 07:00 on Friday and Saturday, we’re hosting activities to feed our souls. These include: a trail run on our estate; a guided forest walk; a guided tour of our campus; or a game drive. Please indicate at registration if you plan to take part in any of these activities.

Shower Hour
If you join us for "Soul Time" and need to take a shower afterwards, there are showers for ladies at the Ducasse Aquatic Centre and for men in the Campbell (admin) block.

School Address
Hilton College, College Avenue, Hilton, 3245, KwaZulu-Natal
Phone: 033 383 0100

Transport From Airports
Hilton College will provide a transfer service from King Shaka International Airport (Durban) and Oribi Airport (Pietermaritzburg) to Hilton College on Wednesday 6 March. The Durban transfers will run between 14:30 and 20:00 and the Pietermaritzburg transfer is at 19:45. On Thursday there will be no transfer service from Durban and only one shuttle from Pietermaritzburg at 08:15.

Transfers From Hilton College to Airports
On Saturday 9 March, Hilton College will provide a transfer service from the school to King Shaka International Airport and to Oribi Airport. Transfers to both airports will depart at 11:00.

Bus Shuttle Services From Accommodation
Hilton College will operate a shuttle bus service for delegates who require transport to and from their accommodation. Buses will depart campus from the parking lot outside the chapel. Please refer to the shuttle schedule emailed to you with all information relating to your transport needs.

Parking on Campus
Delegates with their own transport, including minibuses, must park in designated parking on Falcon Oval. Security personnel will be on hand. Please follow their directions.

Accessing Hilton College
To gain access to Hilton College, drivers will be required to present to security their driver’s licence card. These will be scanned on arrival.

Security
Hilton College partners with Red Alert security, whose guards are stationed around our campus. We ask that you work respectfully with our security personnel at all times.

Conference Dress Code
Comfortable, smart-casual attire is appropriate for the conference. Delegates who opt to walk down to the Henley Lapa will need comfortable walking/hiking shoes. For the cocktail evening, the dress code is smart formal (no suits or ties necessary).

Public Transportation
Uber and other such ride-hailing services do not operate in Hilton. The conference has engaged the services of Aliwal Taxis at preferential fixed rates for travel in Hilton and surrounding areas. Please refer to the Information Desk for these rates.

Smoking and Vaping on Campus
Hilton College is a smoking-free zone, however, there is a designated smoking area at the car park by the Centenary Centre.

Weather
The climate in Hilton is unpredictable and so we encourage delegates to carry an umbrella.

Lightning
When the lightning alarm sounds, delegates must remain indoors or under cover. Please exercise caution in the event of thunder and lightning.
Emergency Contact Numbers
- Hilton College reception is open from 08:00 to 16:00 during the week, and from 07:30 to 09:30 on Saturdays. Our receptionist is Yoli Zongola (033 383 0100)
- Campus Facilities Manager – Sean Lindsay (072 665 9103)
- Conference Director – Kgomotso Motlogeloa (073 298 1696)
- Security – David Hunter (063 685 2904)
- Hilton Police Station (033 845 6520 / 10111)
- Hilton Life Hospital (033 329 5600)
- Hilton Local GP – Dr Reed and Partner (033 343 2270 / 060 309 7052)

Fire
In the event of a fire in the Centenary Centre, delegates are to evacuate the venue via the emergency exits. These are clearly marked to the left and right at the bottom of the stage. There is also an emergency exit in the basement for delegates meeting in venues for breakaway workshops.

Emergency Assembly Points
Emergency assembly points are located near the Centenary Centre parking and in front of the Wild Gardens behind the marquee.

Meals
Breakfast: Delegates are encouraged to have breakfast before they arrive at the conference.

Morning Coffee and Tea: Coffee and tea will be served from 08:00 at the marquee outside the bell tower. On Friday, midmorning tea will be served at 10:15 at the marquee.

Lunch: Lunch on Thursday is at the Henley Lapa and on Friday it is at the bell tower marquee.

Afternoon Coffee and Tea: Afternoon tea will be served on Thursday at the Henley Lapa at 15:30 and on Friday during “Coffee Conversations” from 14:45 in the Centenary Centre foyer.

Dinner: Dinner will be served on Thursday only – join us for a braai at the Wild Gardens at 17:00.

Cocktails: Cocktails will be served with canapes on the Centenary Centre lawns on Friday evening before the theatre production.

Restrooms
There are restrooms on the ground floor of the main admin block opposite the bell tower as well as in the Centenary Centre. Please refer to the map in this programme.

The Chapel
Hilton College is a non-denominational Christian school and delegates of all faiths are welcome to use the chapel for morning reflection and quiet times throughout the conference. On Friday and Saturday mornings, our school chaplain will host a time of guided prayer from 07:30. All are welcome.

Coffee
Two mobile coffee vendors will be on site during the conference. At registration, all delegates will receive a voucher for two free cups of coffee to be redeemed at any time during the conference.

Information and IT Desk
The information and IT desk is in the Centenary Centre and will operate during conference hours from 08:00. Any lost property should be handed in and claimed at the information and IT desk.

Wi-fi Network
Connect to: “Guest – Hilton College”
Username: ibscdel
Password: IBSC24#
Tom Batty

Educated in the United Kingdom, Tom Batty started teaching in New Zealand at Thames High School. He commenced his career in boys’ education at St Patrick’s College, Wellington (New Zealand) before heading to Australia.

Returning to the UK, Tom taught mathematics and served as a house master at Eton College before his appointment as principal of Scotch College, Melbourne in 2008.

Tom attended his first IBSC annual conference in 2009, and Scotch College hosted the 2012 IBSC annual conference. After the conference, Tom joined the IBSC Board of Trustees, serving as chair from 2018 to 2021.

Tom has spent 32 years in boys’ schools. Across New Zealand, Australia, and the UK, as teacher and most recently principal, he has observed different cultural and systemic approaches to the common thread of growing good men.

He believes that by connecting boys’ schools and their teachers to all it has to offer, the IBSC connects schools, teachers, and boys to each other, advancing the cause of boys’ schools and those they serve.

He is married to Lee and they have two daughters, Poppy and Anna, both of whom, to differing degrees, share his lifelong passion for Brentford Football Club.

Puno Selesho

Puno Selesho is a spoken word artist and social entrepreneur who has performed on both international and local platforms for 14 years.

Puno possesses a deep appreciation for words and people, which has inspired a journey of collaboration with a wide range of entities. Using words, Puno has brought many projects to life, and hopes to help people see the world through a creative lens, challenge social norms and share the modern African narrative.

She founded Harvest House – a digital marketing agency supporting purpose-driven entities with good communication tools – and co-founded Cultivate Coffee Co, a mobile coffee bar in Zululand which is harnessing the culture of coffee to cultivate new, creative opportunities for the youth in our community.

Her favourite quote is by Gloria Steinem: “Hope is a form of planning.”

Fabrice Nahimana

Fabrice Nahimana arrived in South Africa at the age of 10, an orphan and child refugee from the Democratic Republic of the Congo.

A pivotal moment in his life was his introduction to rugby through a rugby academy aimed at steering underprivileged youth away from negative influences.

Fabrice’s unwavering determination, coupled with the support of social workers and key individuals, paved the way for him to earn a scholarship at SACS High School.

At SACS, Fabrice excelled academically and shone on the rugby field, representing Western Province at the 2016 Grant Khomo tournament. He went on to don the SA jersey, participating in the 2018 junior rugby world cup in Malaysia.

After matriculating, Fabrice obtained a higher certificate in sports management, and in 2020 enrolled at the University of the Western Cape to study sport, recreation and exercise science.

His journey underscores the transformative potential of school bursaries, offering not only educational and athletic opportunities but also a pathway out of poverty. Given the role that mentors have played in his journey, Fabrice is passionate about supporting bursary recipients and has initiated a programme aimed at guiding mentees through challenges and fostering their personal and academic growth.
**Matt Lawlor**

Matt is a seasoned strategy practitioner, international keynote speaker and executive facilitator, schooled in law with a Masters in Business Administration. He has spent the past 15 years leading and delivering strategy, innovation and growth initiatives across a range of industries.

At Futureworld, he works with the world’s leading organisations to re-imagine their future and define the strategies that will shape their businesses of tomorrow. Through this work, he is on the bleeding edge of understanding what signals and forces will shape the future of business and society and can help identify impactful future strategies and solutions that deliver exponential growth.

Matt’s core competencies are in the areas of futurism, corporate strategy, sustainability, innovation and growth programmes, corporate venture capital, business case design and digital transformation programmes.

Matt is passionate about bridging the gap between startups, scale-up ventures and large corporates to unleash the full potential of new venture ecosystems.

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**Nozihpo Tshabalala**

Nozihpo Tshabalala is the CEO of the Conversation Strategists, where she moderates global conversations that are designed to have measurable outcomes.

She is known as the go-to moderator for presidential and high-level panel conversations globally.

She has moderated conversations for global bodies including the World Bank, the International Monetary Fund, the International Labour Organisation, the United Nations, the African Union, governments and multinationals around the world.

With an academic and practice background spanning economics, politics and policy, development, business and strategy, and social economics, she is in demand for her unique and insightful ability to facilitate complex conversations with simplicity, depth and breadth.

Her work experience includes serving in The Presidency in South Africa, Umlambo Foundation, Tata Africa, and as an award-winning journalist at CNBC Africa.

She currently serves the LRMG Group as the Transformation Executive and on various boards, including LRMG, Africa Leadership Initiative South Africa, TEDx Gresham Place and the BeyGOOD Global Citizen Fellowship.

She enjoys the fellowship of the following prestigious institutions: Gordon Institute for Business Science’s Centre for African Management and Markets, Young African Leadership Initiative and is a Tutu Fellow. In 2019, she was named as one the Top 100 Most Influential Young Africans and one of the Top 100 Most Influential South Africans.
THURSDAY, March 7

08:00 - 09:00  Registration and Tea  
BELL TOWER & MARQUEE

09:15 - 09:30  Headmaster’s Welcome  
George Harris  
THEATRE

09:30 - 10:15  Keynote Speaker  
Tom Batty, IBSC Executive Director  
THEATRE

10:30 - 11:15  Breakaway Workshop 1  
CENTENARY CENTRE (VARIOUS VENUES)

11:15 - 11:45  Tea  
MARQUEE

12:00 - 12:45  Breakaway Workshop 2  
CENTENARY CENTRE (VARIOUS VENUES)

12:45 - 14:00  Walk or take a shuttle bus to the Henley Lapa  
HILTON COLLEGE NATURE RESERVE

14:00 - 14:45  Lunch  
HENLEY LAPA

14:45 - 15:30  Keynote Speaker  
Puno Selesho, Spoken Word Artist  
HENLEY LAPA

15:30 - 16:00  Tea  
HENLEY LAPA

16:00 - 17:00  Shuttles transport all delegates back to school

17:00 - 18:30  Braai  
WILD GARDENS

18:30  Shuttles transport delegates to their accommodation  
CHAPEL PARKING
Breakaway Workshop 1
10:30-11:15

Making a Difference: The Benefits of Creating a Scholarship Programme for Financially Disadvantaged Learners in a Boys’ Only High School in South Africa
Consider the challenges and opportunities of establishing a scholarship programme in a boys’ high school in South Africa in this workshop. The Theo Jackson Scholarship Fund, now the country’s largest single-school scholarship for boys, supports more than 50 boys and boasts 130 alumni. South Africa faces serious infrastructural and socioeconomic issues, including a lack of widely available quality education. This workshop explores the benefits, challenges, and processes of setting up such a scholarship programme, using the Theo Jackson Scholarship Fund as a powerful example. Discover how education can be the greatest gift for underprivileged children, giving them opportunities to change their lives and contribute positively to society.

Presenter: Dale Jackson, Jeppe High School for Boys
Appeal: A
Venue: Lecture Theatre A

All Boys Belong: Creating a Space for Those Who Find Learning Hard
The Highbury Preparatory Learner Support Unit, established more than 11 years ago, provides academic assistance while ensuring all boys feel connected to the broader Highbury community. Despite challenges, the school remains committed to amplifying these boys’ voices. The school’s model emphasises the boys’ sense of belonging, learning, and achieving, offering academic support alongside participation in sports, cultural activities, integrated technologies, and spiritual development. This workshop tackles three key questions: addressing parents’ historical negative perspectives on academic remediation; fostering cohesion between mainstream and learner support; and ensuring the voices of supported learners are heard and valued.

Presenter: Lea Lyle, Highbury Preparatory School
Appeal: P
Venue: Library Classroom

Amplifying the Unheard: Crafting a Socially Inclusive Curriculum for Quieter Voices in Boys’ Schools
Crafting an inclusive curriculum for quieter voices in boys’ schools is imperative. Neglecting this work perpetuates silencing and limits cultural understanding. This workshop aims to establish the need for curriculum review, increase awareness of social inclusivity, and provide actionable steps for implementation. Drawing from personal experiences, the speaker emphasises the transformative power of acknowledging and amplifying diverse narratives. Practical strategies, including pre-knowledge incorporation and active listening, will be discussed to reshape the educational narrative and create a more inclusive and empathetic learning environment in boys’ schools.

Presenter: Alwyn van Wyk, St Stithians College
Appeal: A
Venue: C5

Demystifying Twice-Exceptionality (2E)
Twice-exceptional (2E) learners possess advanced abilities alongside learning difficulties, making them a unique student population often misunderstood and overlooked. Despite the growing interest in twice-exceptionality, these learners face the risk of unmet needs in today’s educational landscape. Explore the challenges in identifying twice-exceptionality, reframe conceptualizations of giftedness, and discover effective strategies to support their distinct needs. Driving questions explored in this workshop include: How does twice-exceptionality align with the conference theme of Listening Loudly, especially as potentially “quieter voices” in boys’ schools? In what ways can we redefine and understand giftedness and distinguished ability? What approaches and strategies are most effective in supporting the unique needs of twice-exceptional learners?

Presenter: Martin Roy, Selwyn House School, Canada
Appeal: A
Venue: C4

Building Relationships to Build Better Leaders
Recognising the vital role of relationships in learning is crucial, especially for boys who thrive on strong connections with teachers. The widespread acceptance of leadership’s importance in young men’s lives highlights the need for schools to actively cultivate impactful leaders. Defining how to develop such leaders becomes a key challenge. The focus should shift towards building young men who not only succeed through meaningful connections but also understand the importance of leading relationally. This challenging, but worthwhile, undertaking benefits a school’s culture and boys. The three central questions addressed in this workshop are: Why do relationships matter? How can we nurture boys valuing relationships in leadership? Do traditional leadership structures have a place in a world where everyone is considered a leader in a relational context?

Presenters: Jessica Standish-White and Amone De Wet, Jeppe High School for Boys
Appeal: A
Venue: C1

Creating Heartshift: Community Connection and Purpose in Boys’ Schools Through Sport
In boys’ schools, the power of sport extends far beyond the playing field. It has the potential to serve as a catalyst for significant personal growth, nurturing empathy, forging connections, and instilling a sense of purpose. Join us as we explore the journey of the Sport For Lives NPC movement and unpack several stories of hope in South African schools. You can expect to leave this session with a user-friendly tool that enables young men to play sports and make a long-lasting difference in their community at the same time.

Presenters: Chris Kingsley, Hilton College, and Ncedo Koyana, Sports for Lives
Appeal: A
Venue: C3
All workshops will take place in the Centenary Centre.

**Breakaway Workshop 1**
10:30-11:15

**Wrongs of Passage: When Harm is Done to Boys in Boys’ Schools Through Harmful Initiation Practices**
This workshop considers the spectrum of initiation customs in boys’ schools and distinguishes between those fostering positive growth, those teetering on the edge of harm, and those unequivocally abusive and unlawful. Additionally, the legal frameworks surrounding these practices will be examined, guiding the appropriate course of action in the aftermath of unacceptable incidents within the school community.

**Presenter:** Luke Lamprecht, Child Protection and Development Specialist

**Appeal:** S

**Venue:** Lecture Theatre B

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**Breakaway Workshop 2**
12:00-12:45

**The Honeycomb of Resilience: Using Flocking rather than Fight or Flight to Overcome Adversity and Adjust Positively**
Resilience is often ecological, with the environment mediating the effects of adversity. This workshop explores the concept of “flocking” or forming connections as an alternative to fight or flight mechanisms in coping with risk. Using the Relationship-Resourced Resilience (RRR) model, it illustrates how relationships in various environments can be mobilised to reconfigure risk ecology. This workshop aims to answer key questions: What risk factors do we typically see in the lives of learners, their families, teachers, and the broader community? How can RRR positively help communities adapt to unique risk factors? And, how can individuals be supported in assessing valuable relationships for accessing support?

**Presenter:** Dr Janna de Gouveia, Hilton College

**Appeal:** A

**Venue:** Lecture Theatre B

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**Listening for the Unrecognised Needs of Poorly Positioned Learners**
Teachers and school managers are oblivious to that to which they have never been exposed. They are products of their social environments and respond instinctively to that which is familiar to them. This may lead to misunderstandings and inadequate support for boys from low socioeconomic backgrounds in diverse schools. This workshop raises awareness of disadvantages faced by these boys due to well-meaning practitioners lacking personal experiences of poverty. Drawing from the presenter’s PhD research, this workshop offers relevant examples to empower delegates to understand and address the needs of learners from disadvantaged contexts in their schools. It aims to answer key questions: How equipped are teachers and school managers to respond to the diverse needs of boys from poor homes? How do their assumptions impact teaching or school management practices? And how does a lack of sensitivity affect learners relying on support to overcome developmental disadvantages?

**Presenter:** Garth Shaw, Dale College

**Appeal:** A

**Venue:** C1

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**Restorative School Discipline**
Educator Reggie Govender shares his transformative journey in dealing with changing educational and political landscapes. Initially relying on a punitive approach to discipline, he faced many struggles and frustrations, later realising the need for a change in mindset. The co-author of a book on Restorative School Discipline, Reggie emphasises that discipline must align with constitutional provisions, respecting and promoting the rights of the learners in our care. This workshop will address three key questions: What are the aims of discipline? What is restorative discipline and what are its positive impacts? How can teachers adapt to a change in mindset?

**Presenter:** Reggie Govender, Northwood School

**Appeal:** A

**Venue:** C2
Leading the Creation of Spaces for Deeper Opportunities for Becoming: An Approach to Listening Loudly

A successful boys’ school thrives on responsiveness: hearing quiet voices, paying attention to uncomfortable sounds and providing platforms for diverse messages. This workshop aims to illustrate The Ridge School’s commitment to preparing boys to be thoughtfully and bravely responsive to contemporary challenges. Presenters will cover topics like cognitive advancement programmes, social justice committees, curriculum innovations, and personal growth strategies. Each section concludes with visual evidence from the boys. Key questions addressed include: What opportunities can boys’ schools initiate to ensure learning to listen to quieter voices? Why is curricular innovation critical for responding to contemporary challenges? How do parents perceive a school’s efforts in ensuring quieter voices are heard and their sons listen loudly, even to uncomfortable matters?

Presenters: Frank Rumboll, Songezo Malangeni, Glynnis Moore, Floriano da Silva, The Ridge School
Appeal: A
Venue: Lecture Theatre A

Silently Speaking and Listening Loudly: the Role of Writing as a Means to Give Quieter Boys and Staff a Voice

Writing is a powerful tool that provides a voice to all boys and school staff. This workshop will examine the unintentional consequences of major international events and the influence of AI and Large Language Models on the purpose and necessity of writing. The focus is on reframing writing’s purpose to foster deeper understanding and articulate thoughts. Grounded in the experiences of an English teacher, this workshop aims to demonstrate the benefits of regular writing and provide practical tools for encouraging and developing writing skills. Key questions addressed include: What unique benefits does extended writing offer boys and staff? How can extended writing engage with the ever-changing world? And, what practical tools can be employed to encourage regular and meaningful writing?

Presenter: Joe Orsmond, South African College High School
Appeal: A
Venue: Library Reading Room

Discrimination, Inclusivity and Provocation: Navigating this Minefield

Explore a continuum from discrimination to provocation in schools and communities, using South African school case studies as examples. Gauge where you, your staff, your boys, and your parents lie on this scale. Discover tools you can use to assess this. Explore and examine some of the pitfalls for school leaders and educators. Develop a plan to manage your school’s stance, and deal with behaviour that does not conform to accepted standards. This workshop will stimulate thought and questioning of these issues in your school. It should provide a stimulus to develop strategies to manage them or avoid them altogether. Return to your school with questions that need to be asked and ideas to instil solutions that will help you to manage and communicate your school’s stance as well as the necessary knowledge to avoid and deal with situations as they arise.

Presenter: Ralph Paterson, Maritzburg College
Appeal: S
Venue: C4
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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| 06:00 - 07:00 | Soul Time (optional)  
• Guided forest walk  
• 5km trail run on the estate  
• Game drive (limited seats available)  
• Guided tour of the Hilton College campus | CHAPEL PARKING |
| 07:30 - 07:45 | Guided Prayer (optional) | CHAPEL          |
| 08:00 - 08:30 | Tea | MARQUEE          |
| 08:30 - 09:15 | Keynote Speaker  
Fabrice Nahimana, Mentor  
In conversation with Ali Kingsley,  
Founder of Amathuba Foundation | THEATRE        |
| 09:30 - 10:15 | Breakaway Workshop 3 | CENTENARY CENTRE (VARIOUS VENUES) |
| 10:15 - 10:45 | Tea | MARQUEE          |
| 10:45 - 11:30 | Keynote Speaker  
Matt Lawlor, Strategy Advisor | THEATRE        |
| 11:45 - 12:30 | Panel Discussion  
Listening Loudly to Our Sister Schools  
Facilitated by George Harris | THEATRE        |
| 12:45 - 13:30 | Lunch | MARQUEE         |
| 13:45 - 14:30 | Breakaway Workshop 4 | CENTENARY CENTRE (VARIOUS VENUES) |
| 14:45 - 16:00 | Coffee Conversations  
Listening Loudly to Each Other  
Facilitated by staff from various schools | CENTENARY CENTRE (VARIOUS VENUES) |
| 16:00 | Shuttles transport delegates to their accommodation. | CHAPEL PARKING |
| 18:00 | Shuttles transport delegates back to Hilton College. | CHAPEL PARKING |
| 18:30 - 19:30 | Cocktail Function | CENTENARY CENTRE LAWNS |
| 19:30 | Theatre Production | THEATRE        |
| 21:30 | Shuttles transport delegates to their accommodation | CHAPEL PARKING |
**Breakaway Workshop 3**

**9:30-10:15**

**New Wine in Old Wineskins? Modern Masculinity in Traditional Boys’ Schools**

While modern definitions of masculinity may be changing, young men still need guidance, positive role models and an encouraging approach. As highlighted in the news in recent years, young men may choose role models that we might not choose for ourselves. A change in previously accepted norms will, of course, not only benefit boys but girls and women too. Much has been written and said about toxic masculinity, but can traditional boys’ schools provide the environment to allow the development of a healthy, positive, and authentic masculinity? In this workshop, we will consider this question and explore strategies and spaces to create inclusive and safe spaces for diverse expressions of masculinity.

**Presenter:** Tim Jarvis, Michaelhouse

**Venue:** C6

**Developing a Holistic “High-Performance” Sports Programme for the Whole School**

This workshop explores the intricate relationship between academics and demanding sports programmes, emphasising the need to define and implement high-performance sports programmes for the whole school. It acknowledges the critical role of sports in youth development but highlights the challenges students face in balancing academic and extracurricular commitments, particularly for those with sports scholarships. This workshop aims to answer three key questions: How do we define “high performance” in a school sports programme? How can a holistic high-performance sports programme benefit the entire school? And, what role do sports scholarships play in the success of a school’s sports programme?

**Presenter:** Chris Ekron, Bishops Diocesan College

**Appeal:** S

**Venue:** C1

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**The Character of Tradition**

This workshop, building on CIRCLE Education’s work on character education in IBSC schools since 2012, explores applying theories from their study on character education in schools for boys (IBSC, 2018). Two major theories, focusing on relationships and culture, reveal how character education operates in a whole community. Drawing on global studies, particularly in South African schools, this workshop showcases school leaders using traditions to contextualise the connected work of relationship and culture in structured programmes. Over a decade of research will be shared, including evidence from boys’ schools worldwide and specific South African case studies. Key questions addressed are: How do healthy traditions build character in boys’ schools? How can we challenge dishonourable traditions? And, how can positive culture and relationships enhance the influence of tradition to help boys face the future confidently?

**Presenters:** Dr Chris Luman, Maritzburg College, and Dr Phil Cummins, A School for Tomorrow and Alphacrucis College

**Appeal:** S

**Venue:** Lecture Theatre B

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**Creating a Whole-School Culture that Enables Boys to Thrive, Realise They Have a Voice and Learn to Use it Respectfully and Compassionately to Make a Difference in their World**

Our boys are future leaders, and our role as educators is to equip them with hope, courage, self-belief, grit, and skills so that they can make a difference in the world. This vision aligns with the theme Listening Loudly, requiring a whole-school approach to fostering well-being and an authentic, respectful school culture. This workshop addresses key questions: How can we create an environment where everyone finds their voice? What values are crucial for a community that listens to one another? And, what whole-school strategies foster safe, respectful spaces for dialogue, curiosity, and growth?

**Presenter:** Sally Martindale, Western Province Preparatory School

**Appeal:** P

**Venue:** Library Classroom

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**When “Listening” Doesn’t Happen: The Subtle but Devastating Effects of CAPD and ASD**

Central Auditory Processing Disorder (CAPD) and Autism Spectrum Disorder (ASD) are both conditions of neurodiversity that can have significant impacts on a boy’s ability to communicate, listen, and engage in social and academic contexts. Boys with these disorders who attend boarding school often experience significant challenges and stress. If appropriately understood and managed by educators and pastoral professionals, the negative impact of CAPD and ASD can be minimised. This workshop covers the necessary theory and encourages discussion on practical strategies for managing symptoms and empowering boys who might otherwise feel unheard. Key questions addressed include: How do CAPD and ASD manifest in the classroom and boarding contexts? In what ways are boys with these disorders often unintentionally overlooked? And, what lessons from boys with CAPD and ASD can improve the overall experience for all boys in classroom and boarding spaces?

**Presenters:** Katherine Cass, Michaelhouse, and Dr Janna de Gouweia, Hilton College

**Appeal:** A

**Venue:** Lecture Theatre A
Breakaway Workshop 3
9:30-10:15

Generation Z - Are They Shaping the Future of the Classroom?

Educators face the challenge of adapting pedagogical approaches to leverage technology, foster collaboration, and address individualised learning needs. This workshop aims to create a responsive and inclusive educational experience aligning with the evolving traits of Generation Z within traditional classrooms. It delves into the role of inclusivity, mental health considerations, and global perspectives in shaping a holistic approach to learning for Gen Z. Key questions addressed include: What do educators need to know about teaching boys and Gen Z? What collaborative learning strategies resonate with Gen Z, and how can educators incorporate them? How can educators teach, develop, and nurture self-care and soft skills in boys? And, how can educators support the mental health and well-being of Gen Z students, considering the challenges posed by technology and social media?

Presenter: Annette Taljaard, Afrikaanse Hoër Seunskool
Appeal: S
Venue: C2

Engaging the Silent Voices of Boys Who Experience Barriers to Learning

In the past 20 to 30 years, the topic of inclusive education involving children experiencing barriers to learning has been widely explored globally, including in South Africa. While a few independent schools have embraced inclusive teaching and associated policies, many remain resistant to such practices. Despite this, schools that haven’t changed their policies still encounter students with barriers to learning due to various factors, including the need to maintain enrolment numbers. This workshop aims to discuss strategies for identifying and engaging the silent voices of boys experiencing barriers to learning. It explores teaching tools, the incorporation of technology, and recent research findings on effectively supporting boys with barriers to learning in regular classrooms without disadvantaging other learners.

Presenter: Dr Gladys Ayaya, St Stithians College
Appeal: A
Venue: Lecture Theatre A

Breakaway Workshop 4
13:45-14:30

“The Good Man Journey”: A Case Study Involving Mentoring of Boys and Staff

Character education, integrated since 2018, has enhanced the evolving mentor programme, supported by recent surveys from mentors and mentees. Focusing on well-being, this workshop defines the unique “Good Man Journey” each boy undertakes, addressing why and how school leaders should implement a character-based education mentoring programme. This presentation shares recent case studies, emphasising well-being, and answers three key questions: What is the essence of the unique “Good Man Journey”? Why is an effective character-based education wellness mentoring programme needed? And, how can one implement such a programme?

Presenter: Dr Chris Luman, Maritzburg College
Appeal: S
Venue: C1

Before the Wax Melts: Safeguarding Boarders’ Future Well-being

All-boys boarding schools face scrutiny due to damaging reports of long-term psychological trauma experienced by ex-boarders. The emergence of the Boarding School Syndrome underscores these reports and the need to listen to the boys in our care. Addressing this demands systemic analysis and bold leadership to preserve positive traditions while eliminating harmful practices. The acceptance of Boarding School Syndrome’s validity calls for a re-evaluation of established practices. Key questions to investigate include: Is Boarding School Syndrome validated, and what are the contributing factors? How can we respond to these factors without losing valued traditions? And, how can Listening Loudly in Boys’ Schools help address the Boarding School Syndrome?

Presenter: Herman Visagie, Michaelhouse
Appeal: S
Venue: Lecture Theatre B

All workshops will take place in the Centenary Centre.
"It often feels like the really loud voices are the ones that take over, grabbing all our attention and moulding how we react to things. But what if we could lower the volume, tuning in to the softer, more subtle sounds - the gentle whispers of the environment; the unspoken messages around us?"

Speaker: Des van Wyk, St Stithians Boys Preparatory
Venue: Library Reading Room

"Listening Critically": Applying the Principles of Factfulness in an Educational Context
To create a world where diverse voices are embraced, teachers and students need tools to navigate information from news agencies and social media. This workshop, inspired by Hans Rosling and “Gapminder”, aims to upgrade outdated worldviews using practical tools. Participants will interactively update their perspectives and learn a framework of 10 strategies to recognise and replace potentially incorrect data with a more factful view. This workshop concludes by suggesting ways to apply this framework in schools, fostering intentional listening to mitigate unnecessary reactions and anxiety. This workshop addresses three key questions: What are the loudest voices in society and their influence on our worldviews? How can we make space for alternative information and perspectives? And, how do we apply “factfulness” strategies in the school environment for students to engage rigorously with information?

Speaker: Bianca Smith, Highbury Preparatory School
Venue: Library Classroom

The Listening Leader: Utilising an Integrated Approach to Performance Management and Professional Development
Performance management and professional development are key growth mechanisms for the growth of an organisation and individuals within a corporation. However, applying traditional “corporate world” approaches to these mechanisms in an education environment often fails as we are “people first”, not “profit first”, places. This leads to the question, how can schools create effective frameworks for professional growth where leaders are listeners and agency for personal growth is developed by staff? Join this workshop to find out about innovative ways to integrate professional development and performance management in schools, as well as to collaborate with peers on best practices in incorporating performance management and professional development in schools.

Speaker: Tony Shuttleworth, Hilton College
Venue: Library Classroom
“Coffee Conversations” offer delegates a chance to discuss an area of boys’ education that matters to them. Join a small group of like-minded (or not-so-like-minded) delegates and listen, reflect, and share your experiences, successes, challenges, and fears. Conversations are facilitated by seasoned teachers who will create a space for positive and stimulating dialogue. Consider the topics below and sign up for a conversation that interests you. Topics are intentionally broad to allow the group’s needs to direct the conversation.

<table>
<thead>
<tr>
<th>Conversation</th>
<th>Facilitators</th>
<th>Venue</th>
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</table>
| 1. How are boys’ schools responding to the essential call to raise the standard of teaching and learning in South Africa? | • Luke Bartholomew, Hilton College  
• Ashleigh Askew, Hilton College  
• James Webb, Hilton College | C1                         |
| 2. Does every boy matter?                                                    | • Paul Venter, Hilton College  
• Coco Mamabolo, Hilton College  
• Kevin Leathem, St Albans College | Lecture Theatre A           |
| 3. What is our vision for the men of the future?                             | • Pete Storrar, Hilton College  
• Pamela Neethling, Hilton College  
• Matthew Marwick, Maritzburg College | Lecture Theatre B           |
| 4. How do we foster healthy relationships in our schools?                    | • Frank Rumboll, The Ridge School  
• Reggie Govender, Northwood School  
• David Look, Hilton College      | C2                         |
| 5. Is AI a help or a hindrance?                                               | • Bruce MacLachlan, Hilton College  
• Dr Colleen Henning, St Johns’ College  
• Moira Gundu, Hilton College | Library Classroom            |
| 6. What should boys’ schools look like 50 years from now? Have we set our course? | • Sipho Moniwa, Hilton College  
• Sean McGuigan, Hilton College  
• Dale Jackson, Jeppe High School for Boys | C3                         |
| 7. How can boys’ schools act as a beacon of hope and positivity for South Africa? | • Kgomotsu Motlogeloa, Hilton College  
• Lewis Manthata, St David Marist Inanda  
• Dorianne Julius, Cordwalles | Library Reading Room         |
| 8. Are boys’ schools effectively harnessing the value that women bring to their institutions? | • Hanlie Dry, Hilton College  
• Jeanette Finnie, Maritzburg College  
• Penny Mullan, Hilton College | C5                         |
| 9. How do we build effective, authentic, and long-lasting partnerships in our school communities? | • Ncedo Koyana, Sports for Lives  
• Chris Kingsley, Hilton College  
• Fabrice Nahimana, Mentor of young men | C6                         |
SATURDAY, March 9

06:00 - 07:00  Soul Time (optional)
  • Guided forest walk
  • 5km trail run on the estate
  • Game drive (limited seats available)
  • Guided tour of the Hilton College campus

07:30 - 07:45  Guided Prayer (optional)
  CHAPEL

08:00 - 08:30  Tea
  MARQUEE

08:30 - 09:15  Panel Discussion
  Listening Loudly to Our Boys
  Facilitated by Hilton College Second Master Tony Shuttleworth and Hilton College Deputy Head of School Daniel Sweeney
  THEATRE

09:30 - 10:15  Keynote Speaker
  Nozipho Tshabalala, Conversation Strategists CEO
  THEATRE

10:15 - 10:30  Closing by Puno Selesho
  Thanks by Conference Director Kgomotso Motlogeloa
  THEATRE

10:30  Tea
  MARQUEE

10:30  Shuttles depart to Oribi Airport and King Shaka International Airport
“What if we could expand our listening beyond simply our ears, using all our senses to understand the deeper meaning behind words?”
Who and what might we discover in these quieter spaces, and how might these hushed voices contribute to the future vision of schools?”
IBSC and Hilton College gratefully acknowledge the support and sponsorship from Standard Bank for the 2024 IBSC Regional Conference.

www.standardbank.co.za

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With an unwavering commitment to fostering quality education, Standard Bank actively invests in initiatives that enhance educational outcomes and promote skills development. This commitment is exemplified through long-standing partnerships with leading organisations in the education sector.

Standard Bank underscores the transformative power of investing in education as the proud sponsor of the IBSC Southern Africa conference, “Listening Loudly: Learning to Listen to the Quieter Voices in Boys’ Schools.”

Indeed, boys’ schools can be bustling and loud and tuning into the more subtle sounds offers an opportunity to hear and understand all perspectives. We reiterate the sentiments of our former President Nelson Mandela when he said, “The power of education extends beyond the development of skills we need for economic success. It can contribute to nation-building and reconciliation.” Standard Bank recognises education as a catalyst for positive change and a vital tool for shaping a brighter future for South Africa.

At the forefront of this educational commitment is Standard Bank’s dedicated Education team, which has made significant strides in supporting clients both on a societal and financial level. It is my firm belief that the collaboration between communities, schools, and financial institutions in South Africa is crucial for addressing socioeconomic challenges, enhancing education, promoting financial literacy, and creating sustainable development.

Through sustained investments and partnerships, Standard Bank is actively contributing to shaping a future where education is not only a ticket to individual success but a key driver of societal growth.

Johan De Ru
Head: Education Sector