

Diversity in leadership programme

The Ealing diversity in leadership programme is a collaboration between the Ealing Learning Partnership (ELP) and from this year, The Cardinal Wiseman Catholic School

Supporting career progression pathways for teachers from Black, Asian and minoritised ethnicity communities who would like to pursue roles in senior leadership - headship, deputy, and assistant headship roles. To hear more from current Ealing leaders watch our [Ealing school recruitment videos](#) are on YouTube.

Racial diversity within the school workforce is valuable in, 'fostering social cohesion and most importantly, in supporting pupils to grow and develop in an environment of visible, diverse role models' (DfE, 2018, p.2).

The [Racial Equality in the Teacher Workforce report](#) (NFER, 2022) finds that teachers from minoritised ethnicity communities are underrepresented in the profession, particularly at senior leadership and headship levels, and are less likely to stay in the profession.

In Ealing whilst over 70% of our pupil population is from Black, Asian and minoritised backgrounds, for school leadership this translates into only 23%. Clearly, there is work to be done to address this imbalance.

Who is the programme for?

The programme is for middle and senior leaders from Black, Asian and minoritised ethnicity communities who are interested in becoming a senior leader and ready to apply for promotion during 2025-26.

What is involved?

The programme begins in November 2025 and will be completed by July 2026. The elements of the programme are:

- Launch event
- DiSC personal assessment
- Support from a personal leadership coach
- Presentation and public speaking training
- Application and interview workshop
- Mock recruitment experience – application, interview and feedback
- One-day shadowing placement (Assistant, Deputy, Headteacher)
- LeadMeet - opportunity to learn from each other and share key learning.

A student's view on why representation matters

During the diversity in leaderships class of 2025 celebration, a [year 12 student delivered a speech](#). that is a powerful reminder of why representation matters.

Thank you to all of those who have been involved in supporting with this programme – your impact is more than you know and appreciated by all the participants.

Places

There are up to 20 places on the programme for 2025-26.

Cost

Places on the programme are subsidised by ELP and this year will be hosted by The Cardinal Wiseman Catholic School. The cost per participant is £250. By supporting this application, schools are committing to the release of participants for the placement, mock interview and the workshops.

How to apply

Please complete the [application form](#) and return to Siara Mirza mirzas@wiseman.ealing.sch.uk by **Monday 13 October 2025**.

Here is Siara's contact number if you wish to discuss your application: 0208 575 8222 ext 2462

Diversity in leadership programme dates for 2025-26

All dates to be confirmed. This year the five face-to-face sessions will take place at The Cardinal Wiseman Catholic School.

Evaluation

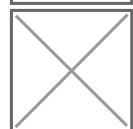
All participants will be asked to complete an evaluation throughout after each session and at the end of the programme.

Downloads

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[Ealing leadership diversity programme 2025-26 flyer.pdf \(pdf\)](#)



[Ealing Diversity in Leadership 2025-26 application form - cohort 4.docx \(docx\)](#)

Contact:

- **Siara Mirza:** mirzas@wiseman.ealing.sch.uk

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