



Diversity in leadership programme

19 Jul 2024

The Ealing diversity in leadership programme is a collaboration between the Ealing Learning Partnership (ELP) and Teach West London Teaching School Hub.

We support the career progression pathways for teachers from Black, Asian and minoritised ethnicity communities who would like to pursue roles in school senior leadership - headship, deputy, and assistant headship roles.

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 only 23% of our school leaders are from Black, Asian and minoritised backgrounds vs over 70% of our pupils. This programme seeks to address this imbalance and invest in middle and senior leaders in our schools who are interested in becoming a senior leader and ready to apply for promotion in the near future.

Participants have access to a personal coach, and the opportunity to take part in public speaking, a shadowing experience and an application and interview workshop leading to a mock interview. Feedback on the programme cites that participants feel more confident and empowered to seek leadership positions in the future.

In July we celebrated the class of 2024 successfully completing the programme. There was such a positive buzz in the room, and as can be seen from the photo, the programme meant such a lot to the participants.

"I just wanted to thank you for the advice I've received through the Diversity Leadership group, as a result I was appointed AHT at my school yesterday. Please can you thank all the leaders of the session, I gained so much from this experience."

"What will you take from the session? Confidence that teachers of colour can be part of leadership."

So far, the programme has supported two cohorts (40 individuals) successfully, ten of whom have already been successfully in securing a promotion. With funding for a third cohort, we are looking forward to welcoming another 20 individuals from across Ealing schools for 2024/5. If you know of a future leader in an Ealing school who would be interested in this opportunity see [Diversity in leadership programme | Ealing Grid for Learning \(egfl.org.uk\)](#)

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- [Yes](#)
- [Neutral](#)
- [No](#)

Contacts

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