**Leadership diversity programme application form (cohort four)**

**Improving the diversity of senior leadership teams: a programme for aspiring senior leaders**

**Background to the programme**

The Ealing diversity in leadership programme is a collaboration between the Ealing Learning Partnership (ELP) and The Cardinal Wiseman Catholic School that supports career progression pathways for teachers from Black, Asian and minoritised backgrounds who would like to pursue roles in senior leadership - headship, deputy, and assistant headship roles.

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 Black, Asian and 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 ethnicity communities, for school leadership this translates into only 23%. Clearly, there is work to be done to address this imbalance.

As part of the Ealing race equality programme, the ambition is to increase the number of global majority leaders within education, as outlined in the Ealing Race Equality Commission.

**Who is the programme for?**

The programme is for middle and senior leaders from Black, Asian and minoritised backgrounds who are interested in becoming a senior leader and ready to apply for promotion during either 2026/26 or 2026/27.

**What is involved?**

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

* Launch event
* DiSC personal assessment
* Support from a personal leadership coach - three sessions during the programme
* 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.

**Places**

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

**Cost**

Places on the programme are subsidised by ELP and hosted by Teach West London. 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.

**Application process**

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

**Improving the diversity of senior leadership teams: a programme for applicants for aspiring senior leaders**

**Draft programme for 2025-26 participants**(all dates and venues to be confirmed before the start of the programme)

**Launch event**

November 2025.

**Personal coaching sessions** (including DiSC assessment)

Termly.

**Presentation and public speaking training:**

Autumn 2024.

**Application and interview workshop**

January 2026.

**Application practice**

Application submission and mock interviews / tasks information workshop.

**Mock Interviews**

Interview with feedback – various locations.

**Mock Interviews follow-up workshop**

Summer term one 2026.

**School placement**

Summer term two 2026 - one-day senior leader shadowing placement in another school.

**Lead Meet**

July 2026.

**Evaluation**

All participants will be asked to complete evaluations on each aspect throughout the programme and at the end of the programme re success / next steps.

Please note if successful in being accepted onto this programme, participants understand and agree to attending / taking part in all elements.

**Application Form – cohort four 2025-2026**

|  |  |
| --- | --- |
| **Current school** **name** |  |
| **Headteacher name** |  |

**Applicant information**

|  |  |
| --- | --- |
| **Name** |  |
| **Ethnicity** |  |
| **Email address (school)** |  |
| **Email address (personal)** |  |
| **Mobile no.** |  |
| **Brief description of current role including length of time in post at current school** |  |
| **Type of post you wish to progress/apply for – please circle as appropriate to your current and next role– this will inform your mock interviews** | AHT primary – teaching and learning or SEND/ inclusion/ pastoral  AHT secondary – teaching and learning or curriculum and assessment or pastoral / inclusion  AHT special |
| DHT primary – teaching and learning or SEND/ inclusion/ pastoral  DHT secondary – teaching and learning or curriculum and assessment or pastoral / inclusion  DHT special |
| HT Primary or secondary or special |
| **Have you already applied for a role at this level? If yes when and outcome?** |  |
| **Have you completed/are you completing any leadership training? E.g. NPQ** |  |
| **Indicate the timescale for promotion** |  |
| **Brief summary of why you wish to take part in the programme and what you would like it to help you achieve. You should include current skills and experience, future career goals, and any specific gaps in knowledge or experience.** |  |
| **What would you consider to be your areas for improvement?** |  |
| **Use of photos – for news items and promotion of the programme for future cohorts** |  |
| **Applicant signature** |  |
| **Date** |  |
| **Headteacher statement in support of this applicant**  (This section must be completed for applicants to be considered). |  |
| **Headteacher signature** | I confirm the applicant’s suitability and capacity to take part in the course and commit to paying the school contribution of £250.  Yes / No  Signature: |
| **Date** |  |
| **Headteacher email** |  |

**Please return this application to Siara Mirza** [**mirzas@wiseman.ealing.sch.uk**](mailto:mirzas@wiseman.ealing.sch.uk) **by Monday, 13th October 2025.**