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

**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 Teach West London Teaching School Hub 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.

**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 2023/24 or 2024/25.

**What is involved?**

The programme begins in November 2023 and will be completed in July 2024. 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
* Two-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 2023-24

**Cost**

Places on the programme are subsidised by ELP and hosted by Teach West London. The cost per participant is TBC approx. £200. 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 Sharon Moody[**info@teachwestlondon.org.uk**](mailto:info@teachwestlondon.org.uk) by **Monday 16 October 2023**.

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

**Draft programme for 2023-24 participants**(all dates and venues to be confirmed)

**Launch event:**

November 2023

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

**Presentation and public speaking training:**

Autumn 2023

**Application and interview workshop**

January 2024

**Application practice**

Application submission and mock interviews spring term two. Interview with feedback – various locations

**Mock Interviews follow-up workshop**

Summer term one 2024

**School placement**

Summer term two 2024 - two-day senior leader shadowing placement in another school

**LeadMeet**

June/July 2024

**Evaluation**

All participants will be asked to complete an evaluation at the end of the programme

**Application Form – cohort two 2023-2024**

|  |  |
| --- | --- |
| **School** |  |
| **Headteacher** |  |

**Applicant information**

|  |  |
| --- | --- |
| **Name** |  |
| **Ethnicity** |  |
| **Email address** |  |
| **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** | Assistant Headteacher / Deputy Headteacher / Headteacher |
| **Have you already applied for a role at this level?** | If yes please give brief details |
| **Have you completed/are you completing any leadership training?** | E.g. NPQH/SL/LBC/LTD/LT. If yes, please provide brief details |
| **Indicate the timescale for promotion – delete as appropriate** | I am looking for promotion in the next 6-12 months  I am looking for promotion in the next 12-18 months |
| **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.** |  |
| **Use of photos – for news items and promotion of the programme for future cohorts** | I grant permission to Ealing Council, its agents, and others working under its authority, full and free use of photographs containing my image/likeness. I understand these images may be used for promotional, news, research and/or educational purposes in printed publications or on the website or intranet. I acknowledge that websites can be viewed not only in Britain but also throughout the world by anyone with access to the internet. I release, discharge, and hold harmless the Council and its agents from all claims, demands or causes of action that I may hereafter have by reason of anything contained in the photographs or any authorised use of the same by the council or its agents. I confirm that I am either of legal age, or possess full legal capacity, to execute the foregoing authorisation and release. |
| **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 TBC approx. £200  Yes / No  Signature: |
| **Date** |  |
| **Headteacher email** |  |

Please return this application to SharonMoody[**info@teachwestlondon.org.uk**](mailto:info@teachwestlondon.org.uk)by Monday 16 October 2023.