

Diversity in leadership programme

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

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 2024-25.

What is involved?

The programme begins in November 2024 and will be completed by July 2025. 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
- 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 2024-25.

Cost

Places on the programme are subsidised by ELP and hosted by Teach West London. The cost per participant is approximately £200 (cost to be confirmed). 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 Sharon Moody info@teachwestlondon.org.uk by **Monday 14 October 2024**.

Diversity in leadership programme dates for 2024-25

All dates and venues to be confirmed. Most likely the sessions (approx. 5) will be held at Ada Lovelace CE High School.

Evaluation

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

Additional support programme

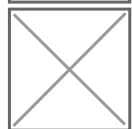
[Inclusive staffroom funded project with Education Support](#)

Project to help to create more inclusive cultures for educators from global majority backgrounds that support their mental health and wellbeing in addition to embedding change .

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[Ealing leadership diversity programme 2024-25 application form.docx \(docx\)](#)



[Ealing leadership diversity programme flyer 2024.pdf \(pdf\)](#)

Contact:

- **Teach West London:** info@teachwestlondon.org.uk 020 3301 3180

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