

# Diverse Leaders For Tomorrow Development Programme

## Who is it for?

Black and minority ethnic (BME) middle leaders, male or female, currently considering next step promotion towards senior leadership (primary or secondary phase).



## Context

Evidence shows that there are enduring diversity challenges within the school leadership workforce:

- 4.3% of teachers in the Yorkshire and Humber region are from BME backgrounds yet only 3% of middle leaders, 2% of senior leaders and 1% of Headteachers are BME.
- Applications from BME leaders for senior leadership posts and leadership development opportunities are significantly lower than from other groups.

The Yorkshire and Humber Diversity Steering Group (DSG) are providing funding for this programme. The DSG work in partnership with the Red Kite Teaching School Alliance in order to tackle equality and diversity challenges and support talented BME leaders.

## How will participants benefit?

The aim is for participants to:

- Develop a range of knowledge and skills to support and strengthen next stage promotion
- Increase self confidence and self belief
- Secure a deeper understanding of leadership roles in schools and how they may differ in different organisations



## Comments from previous delegates:

*"A thoroughly brilliant course...very inspirational sessions that have helped me to identify ways to move forward and progress."*

*"...given me a sound understanding of the requirements for a leadership role."*

*'...helped with career planning, self confidence and self belief."*

*"...really opened my eyes to what is needed to be a good leader."*

## What does it involve?

### 1. Overnight residential at The National College, Nottingham

10.00am Friday 20<sup>th</sup> November until 2.00pm Saturday 21<sup>st</sup> November 2015.

- Leadership and personal development
- Moral purpose and authentic leadership
- Strategies to maximise the learning and positive impact of the programme

### 2. Three 'face to face' development days, Yorkshire and Humber venues

The development days will take place term time weekdays in the spring and summer terms 2016. They will be designed to meet the needs of the cohort, but may include:

- Community leadership and leadership beyond the school
- Leading the learning (data analysis and financial management)
- Governance, human resource management and school leadership

### 3. Individual mentoring support

Access to follow up mentoring support for a minimum of 12 months following completion of the programme.

**Finances:** Funding from the Diversity Steering Group means that the whole programme, including all catering and the overnight stay, is available at a cost of **only £300** to successful applicants or their schools (but places are limited).

## How to Apply

Your Headteacher will need to support your participation and agree to release you for all parts of the programme. To secure your place, please complete a **Diverse Leaders for Tomorrow Application Form** (available from [info@sharonwarmington.com](mailto:info@sharonwarmington.com)). This form will need to be completed by you and your Headteacher. Deadline 30/10/15

For further information about the Red Kite Teaching School Alliance, please visit the website:

[www.redkitealliance.co.uk](http://www.redkitealliance.co.uk)