

**Please bring this to the attention of ethnic minority school staff,
headteachers and governors.**

Developing Diverse Leaders in Yorkshire and Humber 2013-14

The Yorkshire & Humber Diversity Steering Group has successfully received funding for four succession planning programmes to support diversity of school leaders.

The Diversity Steering Group is a regional collaborative partnership of local authority representatives, headteachers, senior leaders, Teaching School and Carnegie Leaders. One of the goals of the group is to increase aspiration and empower the workforce from ethnic minority backgrounds to take up leadership roles across the region to address the under representation of ethnic minority school leaders who continue to face barriers and challenges.

Programmes for 2013-14

1. Aspiring to Lead

Are you thinking of moving into a management role? Are from an ethnic minority background? Do you want to make a difference to the lives of children and young people and leadership in schools?

The programme will consist of a residential, mentoring and networking and will run during 2013 – 14. A targeted positive action programme for teachers from ethnic minority backgrounds who are under-represented in the school workforce. It will attract those teachers who are interested in developing their leadership skills and knowledge that are critical for a culturally diverse school workforce.

Programme structure:

- A two day residential at the National College, Nottingham, dates to be confirmed
- Pre-programme reflection task
- Post programme - action research
- Mentoring and or coaching from successful leaders from ethnic minority backgrounds
- Access to a regional network for support and networking
<http://diverseeducatorsnetwork.org.uk>

2. Diverse Leaders for Tomorrow

Are you in a management role and looking to move into senior leadership? Are from an ethnic minority background? Do you want to make a difference to the lives of children and young people and leadership in schools? Our successful Diverse Leaders for Tomorrow can support your aspirations to move into senior leadership.

Programme structure

- A series of seven modules through the academic year, which involves a mixture of residential and one day sessions. Residential 12-13 March 2014 @ NCTL
- Provides opportunities for participants to hear from successful school leaders from ethnic minority backgrounds
- Mentoring/coaching from successful leaders from ethnic minority backgrounds
- Access to a regional network for support and networking
<http://diverseeducatorsnetwork.org.uk>

Why should you do this bespoke Programme for BME teachers?

Don't just take our word for it

The following quotations are from participants who have been on previous cohorts:

'The programme not only gives participants an experience of what senior leadership is like, but also opens your eyes to the difficulties faced by BME leaders looking for promotion as well as the difficulties faced BME students.'

'This programme enables you to unlock and realise your abilities'

'Excellent and worth every second! Not to be missed.'

"The course has been very valuable to me in my own self development. I now have a circle of colleagues that I wouldn't have had had it not been for this course. I have had the opportunity to support other colleagues on the course as well as be supported. The course tutors have been exceptionally helpful to me personally."

'The best bits in my opinion.... Moral Purpose, Residential, 21st Century Schools.'

“I have worked for a few other LEAs but I have not come across one that is as proactive and forward thinking as this. I believe that there is a genuine determination to encourage all BME staff to move up the hierarchy in schools.”

“I am really enjoying the course and have met some very interesting people.”

“This valuable programme helped me to acquire knowledge about the duties, responsibilities, experiences and skills required for various management positions in school and I feel confident to apply for senior posts.”

‘This course helps BME teachers to reach their potential through guidance and support.’

3. How to maximise impact – developing cultural literacy to improve outcomes

A regional one-day conference for school leaders during the academic year 2013-14.
13th June 2014, Rotherham

The conference is aimed at school leaders and will help them to develop a better understanding of:

- Why there is a need for leaders to be culturally literate
- What is cultural literacy and how to develop skills and competencies
- Role of leaders in closing the gap - understanding and on impacting educational standards
- Confidence and influence for a diverse school workforce
- Skilfully managing diversity
- Learning from others - case studies
- Open forum
- Exhibitions and displays
- Future support, peer challenge reviews and networking

4. Masterclass – from application to interview

Our regional programme has been promoted from Masterclass to Bootcamp and will be delivered jointly with the National College, 28th -29th March 2014, London
To book a place please contact: Jane.MUIR@education.gsi.gov.uk

Programme fees

Our programmes are funded by the National College and are overseen by the Yorkshire and Humber Regional Diversity Steering Group.

Who can apply?

This is a positive action programme targeted at colleagues are from an ethnic minority backgrounds.

How to apply

Further details of the programme and the application form can be downloaded from:
<http://www.indigodiversity.co.uk/index.php/news>

Closing date

The closing date for applications:

Diverse Leaders for Tomorrow: EXTENDED TO 14th February 2014

Aspiring to Lead: EXTENDED TO 14th February 2014

All completed application forms to be returned to baljitbirring@indigodiversity.co.uk