



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.

## Headteacher & Deputy Headteacher Internship Programme for BME Leaders

### Who is it for?

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

This Programme has been developed in partnership with the Yorkshire and Humber Diversity Steering Group to tackle such equality and diversity challenges and is for black and minority ethnic (BME) leaders, male or female, currently considering application to Deputy Headship or Headship (primary, secondary, special or other setting)

### Eligibility Criteria

Participants **must**:

- 🌀 Be in a leadership management position in their current school
- 🌀 Aspiring to an Assistant Headteacher, Deputy Head or Headteacher role in the next two years
- 🌀 Have the endorsement of their Headteacher

### 2019/20 Programme Dates

Face-to-face full day: Tuesday 3rd March 2020- Horton Park Primary School, Bradford

Face-to-face half day: Tuesday 9 June 2020- Venue to be confirmed

### Cost

Fully funded for schools within Lancashire and West Yorkshire

If an applicant accepts the offer of a place but fails to attend all sessions YLC will charge a non-attendance fee of £100

## 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
- Programmes provide a pathway for credit transfer into a University of Leeds Masters or Doctor of Education degree

## What does it involve?

- A full 'face to face' day which will focus on the aims of the internship, expectation of participants and strategies to maximise the learning and positive impact of the programme
- A five day internship spent with a school's senior leadership team, actively engaged in Deputy Headteacher or Headteacher duties (appropriate to the participants next stage promotion)
- A 'review of learning' half-day. This will focus on sharing learning and experiences, evaluation and next steps

## How to apply

To take part in the Headteacher/Deputy Headteacher Internship Programme for BME Leaders, your Headteacher will need to support your participation and agree release you for all parts of the programme. The dates are fixed for Part 1 and Part 3, but there is flexibility with Part 2 (the internship placement) in order to minimise disruption to schools.

To apply for a place, please complete a YLC Programme Registration Form. This form will need to be completed by you and your Headteacher.

Registration forms can be downloaded for [www.yorksleadership.co.uk](http://www.yorksleadership.co.uk). Completed registration forms should be sent to [info@yorksleadership.co.uk](mailto:info@yorksleadership.co.uk) by Monday 17th February.

## About the Yorkshire Leadership Community

The YLC stepped leadership programmes aim to provide a coherent developmental learning experience across all of the levels, which builds on prior knowledge and experience, provides progression in learning, and which is also financially viable for the schools involved.

For this programme YLC has worked in partnership with Equality and Diversity in Education Lancashire & West Yorkshire



## YLC Steering Group Members:

