



Women Leaders of Tomorrow: Unlocking potential - raising aspirations

(Institute of Leadership and Management Accredited)

Why?

Feedback from courses, conversations from Women Leading in Education Network events in YH and in other areas continue to raise issues around the lack of opportunities for aspiring women leaders to explore the challenges and barriers facing them and the beneficial outcomes of such programmes delivered regionally and nationally.

Teachers from two of the protected groups that can be measured (women and minority ethnic backgrounds) are underrepresented in leadership roles compared with the wider population.

School Workforce Census 2018 show that:

- 73% of heads in primary schools were female, compared with 85% of all teachers in primary schools
- 38% of heads in secondary schools were female, compared with 63% of all teachers in secondary schools
- 97% of heads in primary schools were white, compared with 93% of all teachers in primary schools
- 96% of heads in secondary schools were white British, compared with 90% of all teachers in secondary schools

A programme like this is part of the solution to addressing the leadership supply challenges facing schools. We have built on the highly successful 'Women Leaders Programme' run by Hollingworth Academy which is also funded by the Equality and Diversity Programme.

Target Group

Aspiring women leaders who have been teaching for at least two years and work in schools in the Lancashire and West Yorkshire Region.

Objectives of the Programme:

- Support participants to have clear vision how to develop their leadership journey
- Help participants to understand organisational barriers and how these can be overcome
- Inspire and motivate participants through the use of successful women leaders as role models
- Offer mentoring and sign posting to the TSC Coaching Pledge opportunities
- Support participants to have a #balanceforbetter in their work and home lives
- Raise confidence and self-esteem through developing a range of knowledge and skills to support and strengthen next stage promotion

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

SESSION 1: Tuesday 28th January 2020

Before Session 1, delegates and their line manager complete a skills audit and bring to Session 1.

- The Moral Purpose of Leadership.
- Effective Leadership: Theoretical Models.
- Authentic leadership
- Being a female leader – is it different?
- Reflections on your skills audit.
- Planning for contrasting experience (at this session, delegates will be paired and will arrange a day at their partner school to explore leadership of an area of interest).

At some point, between sessions 1 and 5, delegates should visit their partner school for one day to explore leadership of an area of interest. This is to allow participants to explore this area without the pressure of their own context and therefore allow a true exploration.

Session 2: Tuesday 4th February 2020

- Leadership Vision through Art
- A creative approach to setting goals, gaining confidence & expressing creativity

Session 3: Wednesday 26th February 2020

- Workplace Communication for Leadership – becoming an even more effective communicator
- This session will develop practical skills in emotional intelligence for leadership using a range of strategies including NLP and The Power of You

Session 4: Monday 16th March 2020

Before session 4, delegates will complete the online MTQ48 (Mental Toughness).

- Mental Toughness for Leadership
- This session will develop understanding of resilience in the workplace.

Session 5: Monday 4th May 2020

Taking stock and moving forward

- Learning and reflections from partner school visits
- Taking the next step – Application, Interview & Presentation skills

Networking and celebrating success: Women leading in Education: Regional Conference
June date tbc

Individual mentoring support – during and following completion of the programme.

How to apply

To apply for a place, please download a registration form from www.yorksleadership.co.uk.

Completed registration forms should be returned by email to; info@yorksleadership.co.uk by **Monday 20th January**

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



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YLC Steering Group Members:

