

2010 –2011

INVESTING IN EQUALITY

**A Leadership Development Programme for Black
and Minority Ethnic Educators Who Aspire to
(Further) Senior Leadership Roles in the
South West**



About liE

Investing in Equality (liE) is a bespoke leadership development programme for Black and minority ethnic (BME) educators who aspire to leadership roles and is part of the Children's Workforce Development strategy in the South West and the Diversifying School Leadership strategy of the National College for Leadership of Schools and Children's Services.

Programme aims

- To identify potential black and minority ethnic school leaders in the South West including teachers who aspire to further leadership positions.
- To develop the leadership capacity of Black educators so that they are better able to lead the improvement of learning.
- To provide culturally cognisant leadership development drawing on excellence wherever it may be.
- To increase the number of Black and minority ethnic leaders at all levels in schools in the South West.

The programme is funded through the National College for Leadership of Schools and Children's Services—Diversifying School leadership strategy and is a partnership between Bristol Children's Services, South Gloucestershire CYPS, Bath and North East Somerset CYPS, and the University of the West of England.

As 2008, Paulette Wisdom has been commissioned by the partnership to lead the programme as Programme Manager.



The Legacy

In 2008, Bristol Children and Young People's commissioned Paulette Wisdom to develop a programme for Black and minority ethnic teachers in Bristol schools who aspired to further leadership roles including Headship. The programme was called '**Investing in Equality**'. The National College for Leadership of Schools and Children's Services were an important partner and facilitated the entire cohort having the opportunity to take part in '*Equal Access to Promotion*', a joint National Union of Teachers and National College funded programme. The University of the West of England was also an important partner in the provision of accommodation and resources.

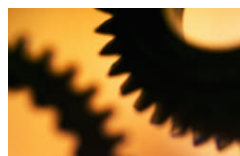
Investing in Equality engaged 15 participants from across the city. By the end of the programme's first year:

- ◆ 5 colleagues achieved further promotion.
- ◆ 1 colleague had a successful academic term as 'Acting Headteacher'.

Since the programme ended in 2009, other members of the cohort have gone on to further leadership roles.

In 2010, the programme's work received national recognition as the 2010 National Race for Opportunity Award Winner in the category '**Widening The Talent Pool— Progression**'.

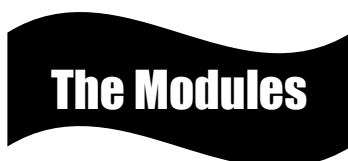
Programme Structure



Overall Programme Structure

- 10 modules determined according to need.
 - The last Thursday (generally) of the month.
5pm – 8.00pm.
 - At the University of West of England

School of Education (New Redland Building).
 - A Light Buffet is available from 4.30pm.
 - A leadership journal is required—supported by the Programme Manager.
 - Accreditation is available (up to a Master’s level Award).
 - For those with QTS – access to *Equal Access to Promotion* and the OFSTED BME Shadowing Scheme. For those without QTS, opportunities through PATH at UWE.
-



The Modules

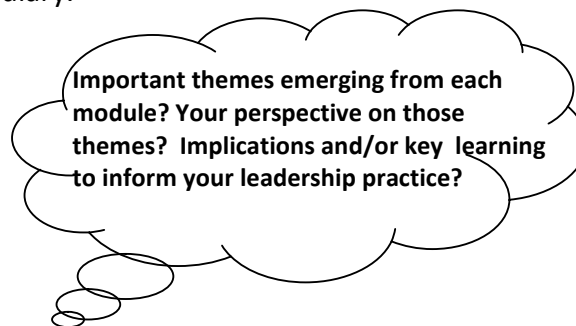
Our belief, **that excellence comes in many shapes and sizes**, has led to the engagement of a diverse range of tutors from across the South West and further afield, all experienced leaders in educational settings.

Date	Module
25th November 2010	Self Awareness and Moral Purpose
9th December 2010	The Use of Data to Narrow the Gap
27th January 2011	The Leadership of Learning
3rd March 2011	Distributed Leadership and Leading a Diverse Team
31st March 2011	Community Cohesion. School Challenges and Opportunities
28th April 2011	Leading Work with Parents
26th May 2011	Leadership in Diverse Places
23rd June 2011	Leading the Support of vulnerable Learners
14th July 2011	Preparing for Promotion
tbc	Pulling it all together—where next?
	Programme Celebration

The Leadership Journal

The leadership study provides participants with the opportunity to reflect upon their leadership experiences and learning journey through the programme.

Each individual study will take the form of a reflective journal/diary.



At the end of each module, participants might consider writing a short reflective prose about the module based upon the questions in the thought bubble above. Or, they might decide to wait until the end of the programme and write an overall reflective piece, using the questions above as a prompt.

This is not an academic piece of writing, rather the partnership are interested in hearing about what each of the modules has meant to participants, how it has challenged their thinking and/or understanding and how participants have or will used that to inform their leadership practice.

Programme Reflections—a sample

From the 2008—2009 Cohort

You said you wanted to touch our hearts as well as our minds, and you certainly touched mine. Thank you.

I thought I lacked experience but I don't! I am now more confident about how to compete for a senior role.

I am more consciously aware of the complexity of the leadership issues raised and their inter-relationship.

It has really informed me about the practical relationship between the leader and their staff

liE Programme Manager 2010 –2011

Ms Paulette Wisdom
MSc (with merit) B.Ed Hons, P.G.Dip, P.G.Cert.
Visions of Esteem Ltd

T: +44(0)121 240 2868
M: +44 (0)7930 321812
E: paulette@visionsofesteem.co.uk
W: www.visionsofesteem.co.uk
Skype: visionsofesteem



A Partnership Approach to the Leadership Development of Black and Minority Ethnic Educators in the South West



Programme booklet designed by Paulette Wisdom (Visions of Esteem Ltd) on behalf of the partnership.

© Visions of Esteem Ltd