



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. 4.3% of teachers in the Yorkshire and Humber region are from BME backgrounds yet only 1% of Headteachers are BME. 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 senior leadership position in their current school.
- have the endorsement of their Headteacher .

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.

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.

Cost?

A subsidy from your Local Authority and some of the region's Teaching School Alliances mean that the programme is available at a cost of **only £400 per participant**. If your school has a subscription to the Yorkshire Leadership Community then a discount of 10% will automatically apply.

2016-17 Programme Dates

Day 1	Thu 12 th Jan 2017
5 Day Internship placement	Self directed
Review of Learning	Tue 20 th Jun 2017

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 Application Form**. This form will need to be completed by you and your Headteacher.

To request an application form, please email info@yorksleadership.co.uk Completed application forms should also be sent to this address. **The deadline for applications is November 1st 2016.**

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.

All programmes in the YLC are underpinned with the following key principles:

- A focus on leadership learning that will have a positive impact on the education and outcomes of students in primary, secondary, special or other settings
- Effective staff development through the use of action learning and up to date, evidence based research
- The use of coaching to support the development of highly effective leadership behaviours
- The development of reflective and resilient practitioners, committed to career long learning
- The development of practitioners committed to supporting the learning of their colleagues
- Significant input from the outstanding school leaders who work across the region
- The provision of programmes that are responsive to the needs of the education system and its leaders

For further information about the Yorkshire Leadership Community programmes, please visit the website www.yorksleadership.co.uk.

YLC Steering Group Members:

