



Swanlea School

BAME LEADERSHIP PROGRAMME

A development programme for leaders with global majority backgrounds

This leadership development programme, partially funded by the NCTL / DfE Leadership and Diversity Grant, has been co-designed by Swanlea School in partnership with the London Centre for Leadership in Learning (LCLL) at the UCL Institute of Education (IOE). It offers Black, Asian and Minority Ethnic (BAME) leaders in primary, special and secondary schools the opportunity to explore and develop their leadership skills.

The programme is for middle leaders from BAME backgrounds keen to consider the steps to senior leadership and beyond. Twilight seminars and school placements will help participants build confidence, skills and knowledge. Inspirational leaders and role models from education will lead workshops combining a mix of input and practical activity. They will also share their experiences as BAME leaders in education.

Aims: Participants will be supported to:

- reflect on and audit their leadership skills
- understand what it means to be an effective strategic leader
- deepen and widen understanding of how to influence, lead and manage others
- develop an understanding of the wider organisation
- develop the specific leadership skills and qualities needed to lead effectively
- engage in a personalised project to develop and apply leadership skills
- reflect on learning between sessions in conversation with a trusted colleague in school
- complete specific learning activities and tasks
- engage in relevant and the most up to date reading

Participants will receive a UCL Institute of Education certificate on successful completion of the programme and will be offered the option to complete a 5,000-word assignment to access 30 Masters level credits with the IOE.

The programme is only partly funded by the DfE therefore the **cost per participant is £100**.

Sessions will be between **2.00pm and 5.00pm** at **Swanlea School, 31 Brady St, London E1 5DJ**

Session 1: Senior leadership and you. (Friday 11th January 2019)

- What it means to be a senior leader
- Models of leadership
- Strategic thinking – creating a vision for change
- Moving vision into practice, the difference you will make and how you will know
- Building a CV in preparation for stepping up to senior leadership

Inter-session activities

Refine L4C framework (intended impact and evidence of current baseline including 360' feedback)

Conversation with colleague / line manager to firm up the focus

Session 2: Leading people, leading change. (Friday 8th February 2019)

- Building trust and resilience in self and others
- Challenging conversations and tackling resistance
- Leading change
- Preparing for shadowing experience in placement schools

March to July, 2018

Have a conversation that you have been avoiding or that could be challenging or sensitive

Plan and discuss the outcome of this with your line manager

Undertake senior leadership shadowing placement in a neighbouring school

Sessions 3 (Friday 15th March 2019) & 4 (Friday 3rd May 2019)

Understanding context and school improvement

- Understanding improvement data and setting whole school priorities
- Great teaching and learning – lessons from research, policy and practice
- Coaching for performance and development
- Effective professional development

Session 5 – (June / July) Off-site training, with the possibility of a residential (dates to be confirmed with participants): Applying for senior leadership and sharing impact and learning

- Presenting impact of leadership for change projects.
- Applying for senior leadership positions – with feedback on application statements, interview techniques, group simulation activities, etc.

Application Form

Name	
School	
Current role	
Email address	
Mobile number	
TRN Number	
How did you find out about this course?	
Reason(s) for applying for a place on the BAME Middle Leaders into Senior Leadership programme and particular areas of interest. No more than <u>100</u> words.	
<p>Headteacher Endorsement</p> <p>Please note the sessions are twilight (2.00pm onwards) to minimise cover needs. Cover costs will be borne by the participant's own school. The programme is only partly funded by the DfE therefore the cost per participant is £100.</p>	
Name of Headteacher	
Work Shadowing: are you willing for this participant to do a school placement in your school or arrange for one in a neighbouring school?	In own school: In another school:
Signature	
Date	

Please return this form by **December 8th**, either by email or post, to:

Aldjia Silvera, Assistant Headteacher

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Ranjna Dudhia, Deputy Headteacher

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