

## Ethnic Minority Leaders Programme

### About the programme

#### Ethnic Minority Leaders Programme for those in the Primary Education Sector

Are you an aspiring or established middle or senior leader from an ethnic minority background working in primary education in Wales?

Estyn is inviting applications to join our Ethnic Minority Leaders Programme, a unique professional learning opportunity designed to support leadership development, broaden understanding of inspection and evaluation, and help address barriers to progression for ethnic minority educators in Wales.

Through the programme, participants will:

- Gain insight into Estyn's inspection frameworks and processes
- Develop leadership, evaluation and communication skills
- Work alongside experienced HMI through mentoring and coaching
- Participate in workshops, webinars and collaborative learning activities
- Build networks with leaders from across Wales
- Gain valuable experience that supports career progression and leadership development

The programme also provides a potential pathway towards future Peer Inspector training for eligible participants.

### Eligibility

Applicants must:

- Identify as being from an ethnic minority background
- Currently work in a **primary school** in Wales
- Have at least 5 years' teaching experience
- Hold a teaching, learning or wellbeing responsibility (paid or unpaid)
- Be able to work through the medium of English and/or Welsh
- Have the support of their Headteacher to attend programme activities and any inspection opportunities

### Endorsement

As part of the application process, endorsement from your Headteacher will be required. This is to confirm support for attendance at training sessions and related programme activities.

Please note that endorsement must be received before training commences.

Unfortunately, without employer endorsement, participants will be unable to attend the programme.

### **DBS Requirement**

Successful applicants will require an enhanced DBS certificate, dated within the last three years, which includes the child workforce category.

If a new DBS check is required, this must be completed prior to taking part in any inspection activity.

### **Programme commitment**

The programme will run over six months and includes:

- Three in-person professional learning sessions
- Remote coaching sessions
- Opportunities to engage in inspection activity
- Leadership and communication workshops
- Post-programme mentoring

Participation is free of charge. We will cover travel, subsistence, and accommodation costs (if eligible) in line with our travel and subsistence policy [HERE](#). However, we are unable to pay for supply cover.

### **Why apply?**

Previous participants have described the programme as transformational for their confidence, leadership development and career aspirations.

“The programme has boosted my confidence significantly. I now feel prepared to take on senior leadership roles.”

“The opportunity to view the inspection process has given me a better understanding of strategic and whole-school leadership.”

### **Apply now**

Online application form: [\[HERE\]](#)

Closing date: Midday on Thursday 2 July 2026

For further information: [events@estyn.gov.wales](mailto:events@estyn.gov.wales) | 02920 446510

Any fields marked with \* are mandatory. If a field does not apply to you, please enter 'N/A'.