

Ethnic Minority Leaders Development Programme

Ready to start your application? [Skip ahead](#)

About the programme

We're looking for three middle and/or senior leaders from ethnic minority communities – one each from maintained primary and secondary phases or from further education colleges to apply to join our **Pilot Ethnic Minority Leaders Development Programme**.

During the pilot programme you will

- gain experience of our inspection frameworks,
- develop inspection and evaluation skills, for example to observe sessions, talk to learners, and scrutinise samples of their work,
- have opportunities to join inspection or thematic review teams where you can deepen your understanding of effective leadership and develop your skills further, for example through discussions with educational staff,
- complete reflection tasks linked to your training and inspection experiences and any school/ college development priorities that you have responsibility for
- have access to mentoring/coaching with experienced HMI to support your understanding and development
- engage in webinars on communication and public sector leadership skills

This is a brilliant opportunity to understand more about inspection, develop your skills, see effective practice where it's happening every day, and to take these experiences back to your provider to support improvement. We hope it will also help us to start developing our future peer inspectors.

Eligibility

You'll be able to work through the medium of English and/or Welsh, and:

- are from an ethnic minority background
- currently work in a school or FE college in Wales,
- have at least 5 years' teaching experience
- hold a teaching, learning or well-being responsibility (paid or unpaid)
- have the support of your Headteacher/Principal to enable you to attend face-to-face sessions and inspection activity

You must currently be working in a maintained primary, all-age or secondary school or in a further education college in Wales to be eligible for this programme.

If you've applied to become a Peer Inspector before but you weren't invited to the training, we'd be happy to consider an application for this programme.

Selection and training

We'll be in touch about the outcome of your application by **10 of July 2023**. The training materials will be available in English and Welsh to support the programme, which will include:

- **Three face-to-face meetings**
These professional learning sessions will focus on different aspects of inspection and evaluation and will take place on *dates and locations to be confirmed*.
- **Three remote coaching sessions**
Each face-to-face session will be followed by a remote coaching session with your HMI coach
- **Up to two inspection activities**
Professional learning sessions 2 and 3 will be supplemented with an opportunity to apply new skills to inspection activity
- **Reading list & reflection journal**
This reading list and reflection journal will help you to prepare for the training and support your development. All activities will be linked to the Professional Leadership Standards.
- **Seminar series**
You'll be able to access seminars and webinars to provide alternative perspectives on education leadership. These will take place outside of the school day.
- **Programme evaluation**
Each participant will be requested to take part in a course evaluation to inform future development

The programme will run from September 2023 to March 2024

The total face-to-face time commitment will be up to 7 days over this six-month period plus any travel time required.

Participation in the development programme is totally free of charge, and we'll pay for your travel, subsistence and accommodation (if you're eligible) in line with our [travel and subsistence policy](#). We are not able to pay supply cover for engagement in this programme.

Disclosure and Barring Service check

If you're invited to the training, we'll ask you to have a Disclosure and Barring Service (DBS) check. It should be an enhanced certificate, no more than three years' old, and should include the child workforce category. You'll need this check to become a fully registered Peer Inspector.

Peer inspector training

Eligible candidates may be able to join the next round of peer inspector training on

successful completion of this development programme. For more information on our peer inspector training and eligibility criteria see [here](#).

How to apply

Online application form: <https://www.smartsurvey.co.uk/s/Estyn-Ethnic-Minority-Leaders-Development-Programme-Application/>

Closing date: 29 June 2023

We'll contact everyone with the result of their application by **Monday 29 June**.

Any fields marked with * are mandatory, so you won't be able to submit the form without entering a response for these fields. If they don't apply to you, please enter 'N/A'.

Contact details

This pack contains all of the information you need about the role and the application process, but if you have any questions please email us at events@estyn.gov.wales or call us on 02920 44 6510.

We look forward to receiving your application.