

Ethnic Minority Leaders Programme

Ready to start your application? [Click here](https://www.smartsurvey.co.uk/s/CZ3Z0O/)

# About the programme

We’re looking for three to four middle and/or senior leaders with ethnic minority backgrounds – one each from maintained primary and secondary phases, from further education colleges or initial teacher education - to apply to join our **Ethnic Minority Leaders Programme.**

During the 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,
* complete reflection tasks linked to your training and inspection experiences and any school/ college/ university development priorities that you have responsibility for,
* have access to mentoring/coaching with experienced HMI to support your understanding and development,
* engage in webinars and workshops on communication and 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, FE college or ITE provider in Wales and will continue to do so for the duration of the programme,
  + 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.

If you’ve applied to become a Peer Inspector in the past or applied to our Ethnic Minority Leaders Programme before but you weren’t invited to the training, we’d be happy to consider an application for this year.

# Selection and training

We’ll be in touch about the outcome of your application the week commencing the **16 August 2024**. The training materials will be available in English and Welsh to support the programme, which will include:

## 3 face-to-face meetings

## The first session is likely to take place on the 2 October 2024 in Cardiff.

## These professional learning sessions will focus on different aspects of inspection and evaluation. The dates and location for the second and third face-to-face meeting will be confirmed at a later date.

## Three remote coaching sessions

Each face-to-face session will be followed by a remote coaching session with your HMI coach.

## Up to 2 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 workshops to provide alternative perspectives on education leadership.

## Programme evaluation

Each participant will be requested to take part in a course evaluation to inform future development.

## The programme will run from October 2024 to March 2025 and attendance is subject to receipt of your endorsement to join.

The total face-to-face time commitment will be up to 8 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](http://www.estyn.gov.wales/document/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 3 years’ old, and should include the child workforce category. If you need to apply for a new check, this must be completed before your first inspection activity.

# 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](https://www.estyn.gov.wales/working-us/inspector-roles#peerinspector(pi)).

# How to apply

**Online application form:** [**Click here**](https://www.smartsurvey.co.uk/s/CZ3Z0O/)

Closing date: 22 July 2024

We’ll contact everyone with the result of their application week commencing12 August 2024.

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](mailto:events@estyn.gov.wales) or call us on 02920 44 6510.

We look forward to receiving your application.