

## Women Leading in Education regional networks: pen portrait

### Region: South West

**Lead school:** Okehampton College and Dartmoor Teaching School Alliance

**Phase/sector:** Primary / Secondary

**Total number of schools involved:** 40 (phase 1)

**External partners involved:** The Glass Lift Company, Teaching School Council South West

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### Vision for the Network

Our vision is to grow a regional teacher equality network, with a focus on leadership and gender (though not exclusively as other factors, such as ethnicity, LGBT could be addressed in the same way). This would be comprised of up to 24 smaller networks, varying in size, composition and format.

### Network structure

We will recruit, train and support 12 Women Into Leadership Champions (three within each sub region). Women into Leadership Champions will activate, support and facilitate the formation of 24 'Women into Leadership Networks'.

### What will your Network do?

Recruit, train and support Women into Leadership Champions. Research and publish 'Meeting the work-life balance needs of leaders' and disseminate to all schools. Work with established networks to widen engagement in network activity.

### Main intended outcomes:

#### Specific intended outcomes for participants are:

- Tackle unconscious bias and stereotyping of women at work, especially around promotion
- Increase opportunities for career breaks, return to work and family friendly working patterns
- Increase career management support for women
- Develop confidence and resilience so that women feel able to drive their career forward

## **Measurable outputs for this programme will be:**

- Recruit, train and support 12 'Women into Leadership Champions' to act as key change agents
- Inspire, facilitate and support the creation of 24 'Women into Leadership Networks'
- Publish 3 annual reports and case studies on 'Meeting the work-life balance needs of leaders' and disseminate to all schools
- Recruit an additional 24 serving headteachers to become active Leadership Coaches on the NCTL's Women into Leadership programme
- Engage an additional 48 female teachers in accessing coaching through the NCTL's Women into Leadership programme

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