

## Women Leading in Education regional networks: pen portrait

### Region: London

**Lead school:** The Bridge AP Academy

**Phase/sector:** Alternative Provision

**Total number of schools involved:** 5 Teaching schools and their Alliance partners plus 3 other schools and their collaborative school partners

**External partners involved:** WomenEd, University College London, Institute of Education

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### Vision for the Network

Our vision for the London network is to inspire and empower women as education leaders. This means increasing their confidence to apply for and succeed in leadership roles and celebrating the success of existing women leaders to inspire the next generation of London's women leaders.

### Network structure

A Strategy and Implementation (SIG) group composed of the lead partners will plan, quality assure and evaluate the impact of London wide network activity, as well as ensuring success is celebrated and disseminated. Members of the SIG group will develop sub-regional teams which will connect with existing sub-regional groups such as London Teaching Council, Maths Hubs, MATs to plan high quality activity relevant to the needs of the phases/sectors within the sub-region.

### What will your Network do?

London activity will initially be designed around:

- 2 London wide events a year that will connect up the existing opportunities to support women such as DfE Leadership Diversity grants, DfE coaching network, as well as address significant issues eg, Imposter Syndrome, applications/interview support, pay negotiation with focused sessions to meet identified retention needs (middle leaders, women aged 30-39, secondary heads, BAME leaders etc)
- Sub regional #Leadmeets that meet identified needs of phases/sectors
- Support for mentor/coaching visits to successful women leaders
- Virtual discussions around leading change and celebration of successes using the new @LondonWomenEd Twitter account and the WomenEd Yammer community

## **Main intended outcomes:**

### **Specific intended outcomes for participants are:**

- to develop sustainable leadership qualities, skills and attributes
- to have a better understanding of own strengths/areas for development
- to be more empowered and confident in their ability as leaders
- to be inspired by engagement in our wider support networks
- to gain next step leadership promotion

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

- 130 women engaged in network activity in Year 1, 200 in Year 2, 350 in year 3
- plan of events / development opportunities (minimum of 3 per year)
- termly / annual reports of network membership, activity and successes
- 75% of network participants secure a next stage promotion
- short term impact focuses on personal development and confidence building, medium term impact focuses on the development of leadership skills and long term impact will focus on promotions gained, including evidence from national data, eg, % of secondary heads that are women

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