

Department  
for Education

# Courageous Leaders

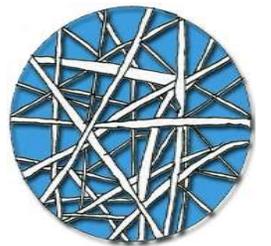
Anglia Ruskin University & Wickford Teaching School Alliance



Anglia Ruskin  
University

# Leadership & Diversity Fund Project

- Seeking DfE funding
- Project Year 1
- Dr Catherine Lee's PhD
- Recruitment country-wide
- Year 2
- Survey
- Next steps
- Your Task



# Seeking DfE Funding

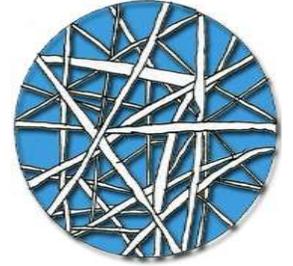
- DfE Leadership & Diversity Fund
- LGBTQI+ funding characteristic
- Data exemption
- Highlighted issues around data gathering



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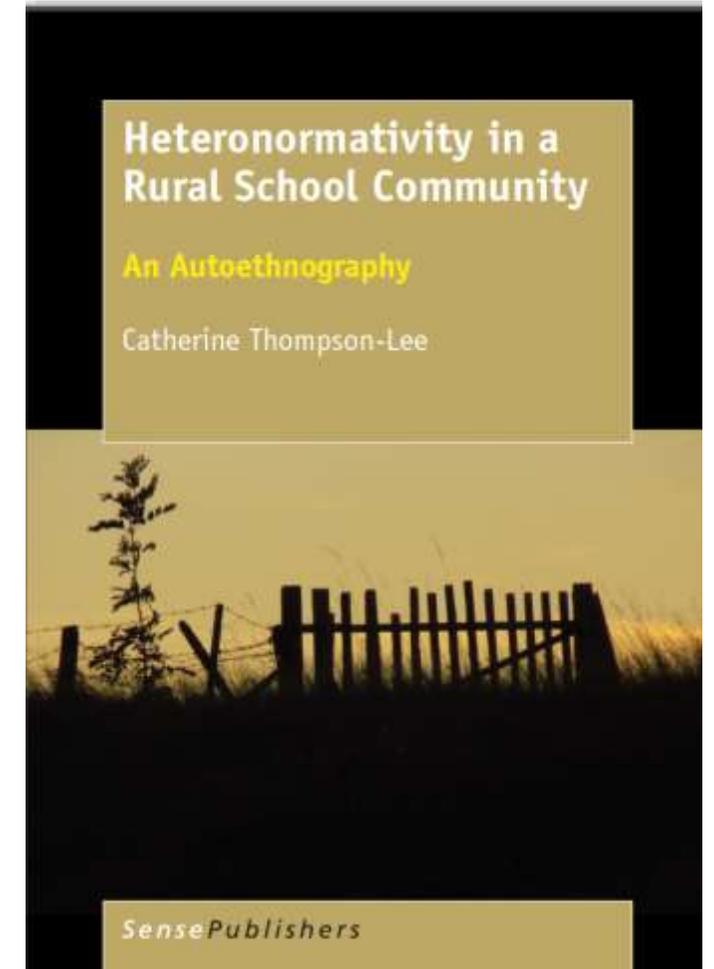
# Project Year 1

- Recruitment through TSAs
- Local & through personal contacts
- Mentors
- Inspiring Heads
- Basildon Council
- Coaching & Mentoring SLE
- Used funding for presentation skills workshop
- Bonding-sharing experiences



# PhD Research University of Central London (Institute of Education)

- Autoethnography, is a form of qualitative research in which an author uses self-reflection and writing to explore their personal experience and connect this autobiographical story to wider cultural, political, and social meanings and understandings.
- My rural school community was a heteronormative space and the status quo was protected at all costs by those with a dominant belonging.
- Despite advances in equalities provision, the absence of a 'socio-legal gaze' in rural community can lead those in positions of authority to seek to please parents by upholding traditional and conservative rural norms and values at the expense of being inclusive (Neal and Walters, 2007).
- 'Don't ask, don't tell' is not acceptance; it is a powerful act to silence LGBTQI+ people .

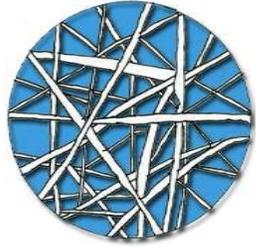


# Recruitment Country-Wide



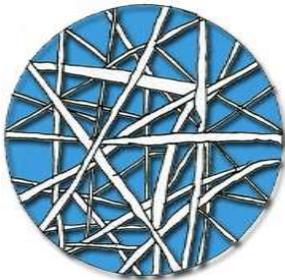
# Year 2

- Lessons learnt
- Quality of discussion
- Benefits of country & institution diversity



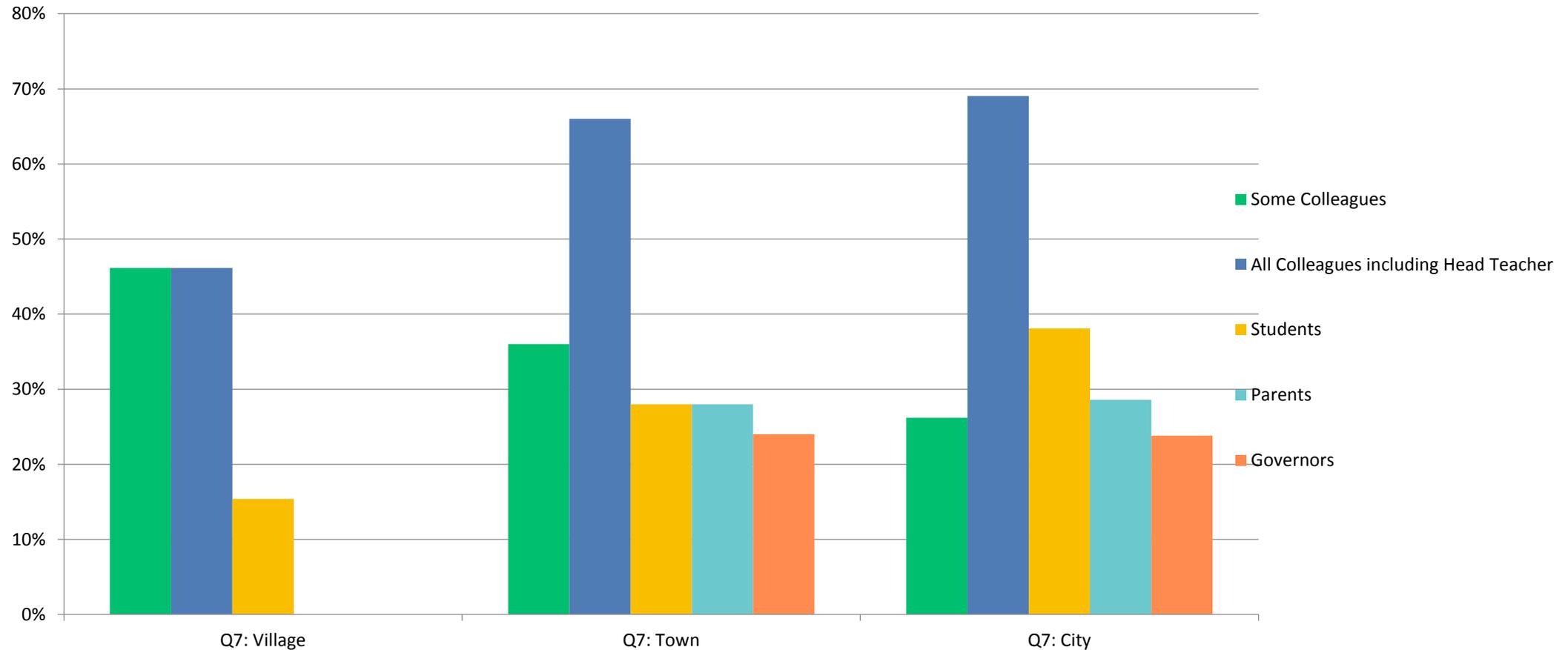
# Next Steps

- CASSA bid & new funding arrangement
- LGBTQI+ Hub



# Survey

Figure 1: Which of the following people at school are aware of your sexual identity?



# Figure 3: Do you think your sexuality identity has ever been a barrier to your promotion?

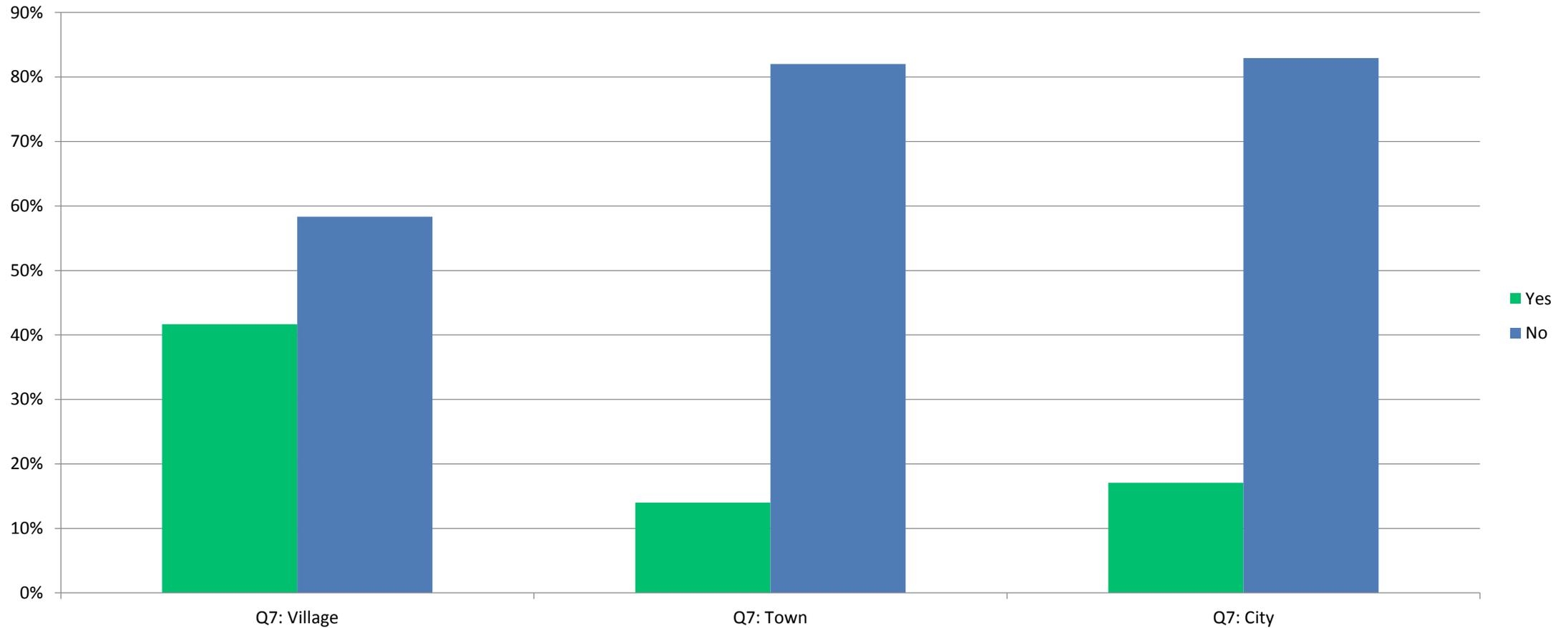
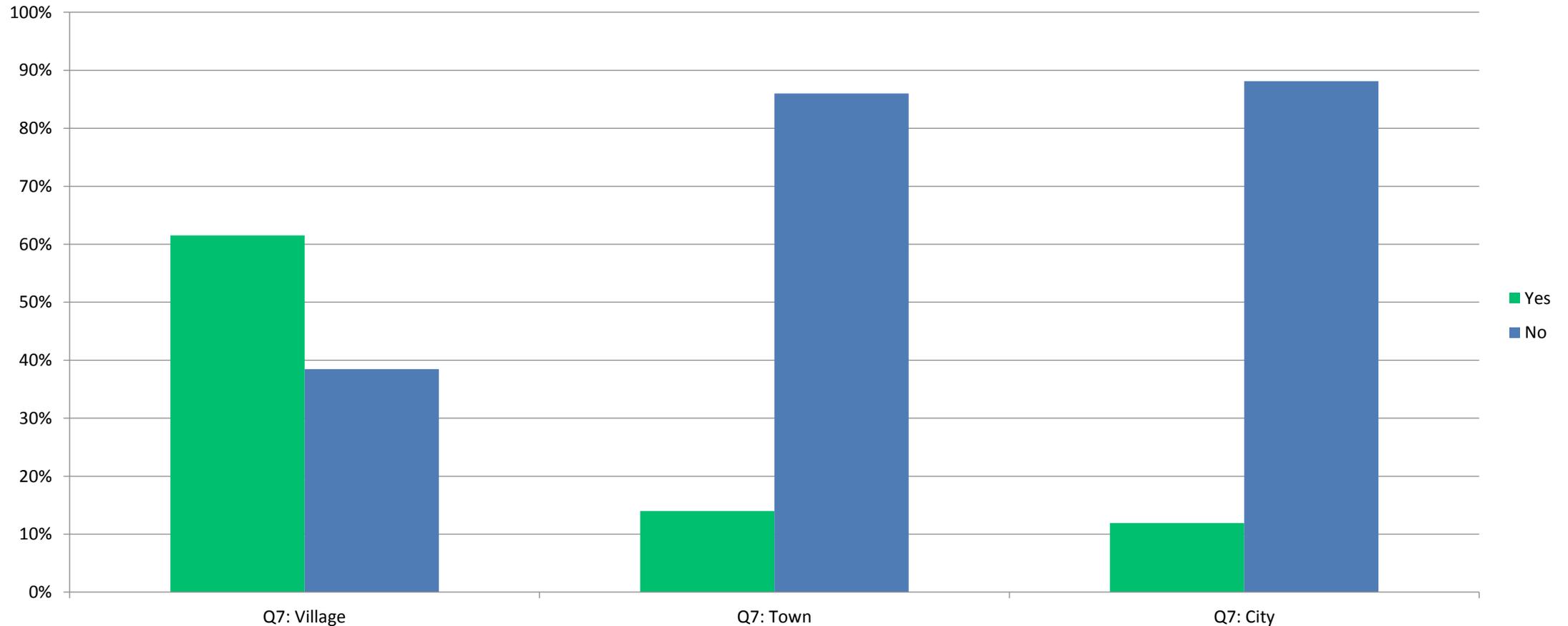
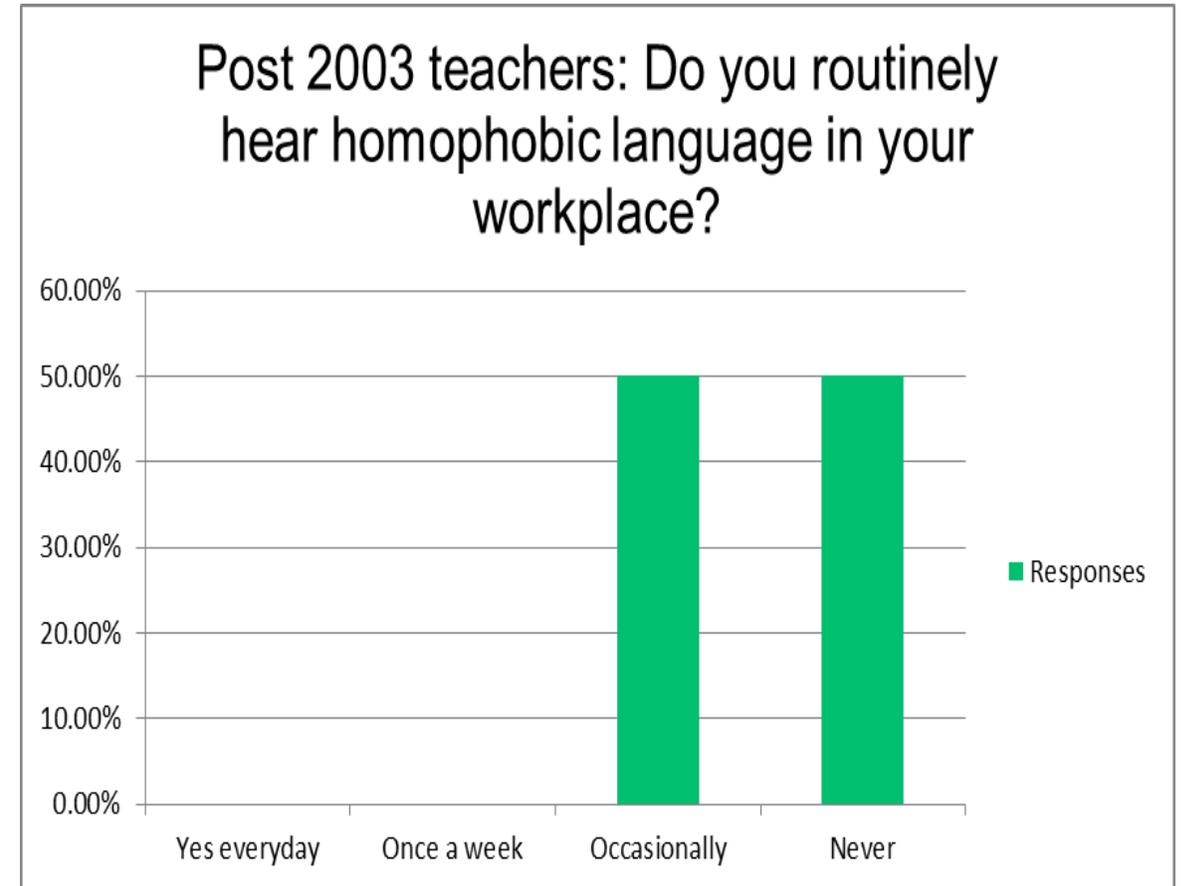
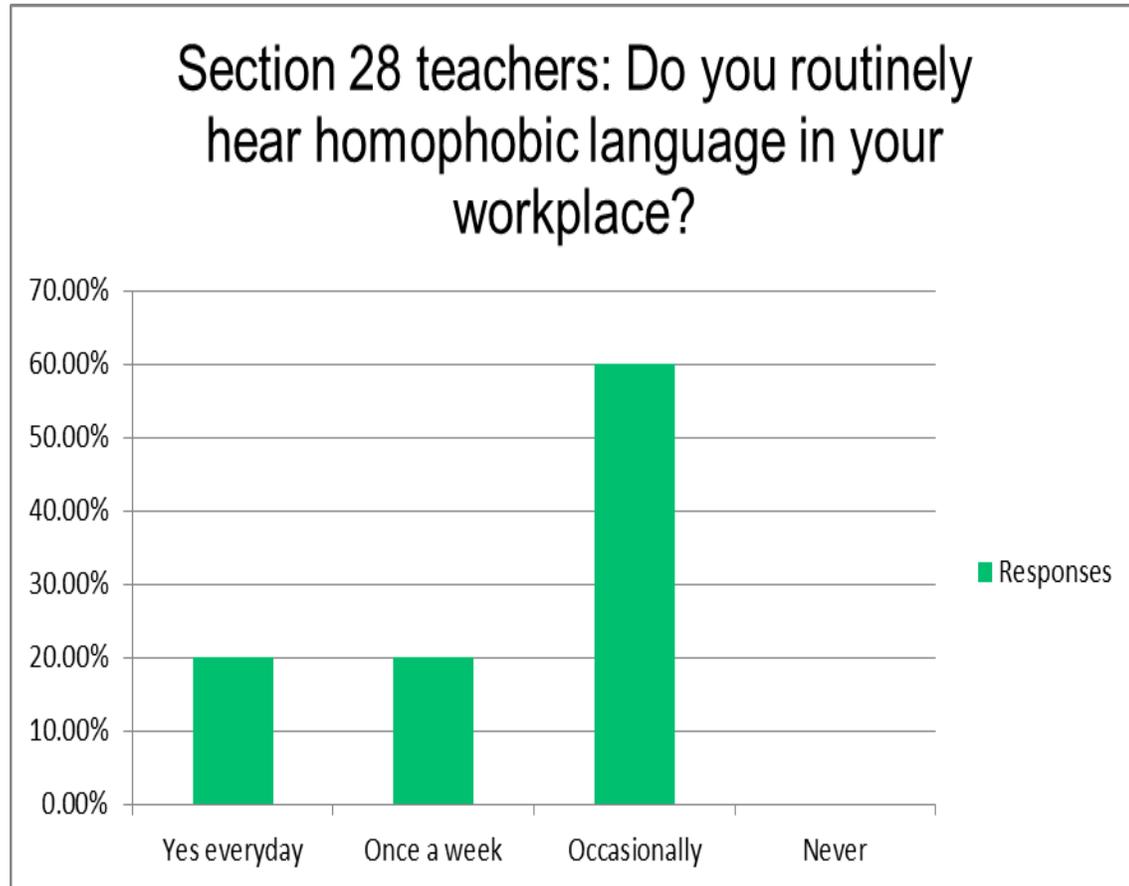


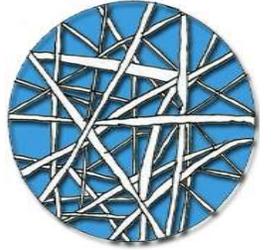
Figure 5: Have you ever accessed help for anxiety or depression linked to your sexual identity and role as a teacher?



# Next Steps: Courageous Leaders Research



# DfE & what we are doing next



- Alex Shaw-introduction & DfE perspective(country survey)
- Ways to support LGBTQI+ teachers
- Retention
- Mental Health
- Role models for students
- What can we tell the DfE about how schools can be more inclusive for LGBTQI+ teachers?





# Your Task

- What could we tell Head teachers to do in school to
  - create an inclusive ethos?

