Courageous Leaders
Anglia Ruskin University & Wickford Teaching School Alliance
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
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
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?

- Q7: Village
- Q7: Town
- Q7: City

- Some Colleagues
- All Colleagues including Head Teacher
- Students
- Parents
- Governors
Figure 3: Do you think your sexuality identity has ever been a barrier to your promotion?

Q7: Village

Q7: Town

Q7: City
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

Section 28 teachers: Do you routinely hear homophobic language in your workplace?

- Yes everyday: 10.00%
- Once a week: 10.00%
- Occasionally: 50.00%
- Never: 30.00%

Post 2003 teachers: Do you routinely hear homophobic language in your workplace?

- Yes everyday: 10.00%
- Once a week: 20.00%
- Occasionally: 50.00%
- Never: 20.00%
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?