



Career

Development

Conference

7-12 June 2021

A virtual conference organised by

BAiEed
Black, Asian & Minority Ethnic
EDUCATORS



RSACADEMICS
HELPING SCHOOLS THRIVE


All-in Education



Despite being 9% of the workforce, teachers who are visibly of an ethnic minority background go on to be 3% of headteachers in the profession. These diminishing chances create a sustained career ceiling that limits recruitment panels from attracting diverse candidates into all Headship opportunities. We need to change the way we think around recruitment at the most senior levels.

This conference is a start. Through engagement with those thinking about Headship and those in charge of recruitment for headship, we seek to bridge the gap between the desire for change and the act of it. **Allana Gay, Co-founder of BAMEed, Headteacher, Vita et Pax Preparatory School**



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RSACADEMICS exists to help schools thrive, by supporting Headteachers and governors with strategy, marketing, operations and leadership.

In the UK, we now handle a very large proportion of the Head and Deputy Head appointments in independent schools, as well as an increasing number of senior hires in the maintained sector and internationally. We therefore have the power to help our clients thrive in another important way: by actively working to ensure that their senior leaders are selected fairly from as diverse candidate pools as possible and that the environment in which those leaders go on to work is as inclusive and equitable as possible.

We are therefore thrilled and honoured to be working with BAMEed and All-in Education on this Career Development Conference. **Russell Speirs, CEO & Founder, RSACADEMICS**



Since 2017, All-in Education has worked with MATs, TSAs, schools in the public and independent sectors to support their efforts to achieve

greater diversity and more inclusive workplaces.

Our work to create inclusive systems, processes and behaviours has generated real impact. All-in Education works with senior leadership teams and middle leaders by using training, coaching and strategy development sessions to ensure sustained impact on staff and students.

Working with BAMEed and RSACADEMICS to provide real insight into barriers to inclusion in recruitment is vital in our organisation's quest to improve workplaces in education. We are honoured to share our knowledge and expertise to help governing bodies drive an inclusive approach to recruitment of new talent. **Johan Jensen, Director, All-in Education**

Conference overview

Date	Time	Session title	Key speakers	Aimed at
Monday 7th June	5.00-6.30pm	Keynote: BAME Into Leadership: The best time is right now	Allana Gay <i>BAMEed</i>	People applying for Head or Deputy Head roles (Governors welcome to join)
Tuesday 8th June	5.30-7.30pm	Interviewing for Deputy Headship	Andrea Berkeley Sarah Evans & Barry Speirs, <i>RSAcademics</i>	People applying for Deputy Head roles or other school Senior Leadership Team roles
Wednesday 9th June	5.00-7.00pm	Interviewing for Headship	Andrea Berkeley Sarah Evans & Barry Speirs, <i>RSAcademics</i>	Current Deputy Heads or other senior leaders applying for Headship
Thursday 10th June	5.00-6.30pm	Inclusive recruitment	Johan Jensen & Louise Ishani <i>All-in Education</i>	Governors
Saturday 12th June	Throughout the day	Mentoring sessions with BAMEed mentors	BAMEed mentors	People applying for Head or Deputy Head roles

How to register

Click [here](#) to register before 28th May 2021

This conference is being provided free of charge by the organisers. If you have any questions, please contact careerdevelopmentconference@rsacademics.com



We need panels to understand that they not only need to recruit us, but they need to put measures in place to retain us Aspiring Head, BAMEed network

Session details

Keynote: BAME into leadership: The best time is right now

Monday 7th June at 5pm

Key speaker: Allana Gay

AT A TIME when schools and institutions are examining the inclusivity of their culture, we aim to bridge the gap between those who are seeking means to move towards diverse recruitment and those who are thinking about the next step in their career.

There are talented leaders from ethnic minority backgrounds who are waiting until the time, the place, the moment is right. In doing so, they hold themselves back from the opportunities that are directly for them now.

By the end of this session and this week, the leader in you will be ignited. Not just to say "Why not me?" but "Of course it's me?"

The best time for your step towards Headship is right now.

Interviewing for Headship and Deputy Headship (RSAcademics)

Tuesday 8th June at 5.30pm –

Interviewing for Deputy Headship

Wednesday 9th June at 5pm –

Interviewing for Headship

Key speakers: Andrea Berkeley, Sarah Evans and Barry Speirs

ADVICE AND INSIGHTS from experienced heads, governors, recruiters, and leadership development coaches on how to perform at your best when applying for school senior leadership. RSGlobal has worked with schools to appoint over 400 heads and deputy heads. Based on this experience, we have developed insights into why some candidates succeed whilst others sometimes fail to do themselves justice when faced with a selection panel. We look at the reality of how schools select leaders, focusing on the panel interview, but also covering other aspects of the application and selection process. We will also share insights from our training courses aimed at helping candidates achieve headship, looking at what participants learned which helped them be successful. Following the sessions, participants will have the chance to register for 1:1 meetings with recruiters from the RSGlobal team.

Inclusive recruitment – what is it and what role do governing bodies play? (All-in Education)

Thursday 10th June at 5pm – NB This session is aimed at governors

Key speakers: Johan Jensen and Louise Ishani

SCHOOLS ARE MISSING OUT on talent - current recruitment practices aren't merit based. How can we access talent out there to the benefit of our schools? This session is backed up by research into what minority ethnic education professionals have experienced in their careers and what their needs are to succeed in a competitive employment market. We will provide case studies of successful inclusive recruitment practices and key insights into the role the governing body can play in ensuring best practice approaches are applied to reap the benefits of recruitment which is truly based on merit.

Our Session Leaders



Allana Gay

Co-founder of BAMEed and Headteacher of Vita et Pax Preparatory School

Allana Gay is a teacher, education advisor and speaker. She started teaching and leading within inner city London secondary schools and is currently the Headmistress of Vita et Pax Preparatory School.

Allana cofounded BAMEed Network in 2017 with the aim of bringing attention and action to the issue of ethnic diversity throughout the education sector.

As a recognisable figure for BAMEed, Allana works on the overarching strategy of normalising full ethnic presence through all areas and institutions of education.

Allana maintains keen interest and activity in the teaching profession. She has written for various publications and regularly presents at conferences and in the media.



Andrea Berkeley

Senior Advisor, RSAcademics

Andrea is a former state secondary school head with 25 years' experience leading and developing school leaders in complex urban and culturally diverse settings. She is an accredited Executive Coach (Senior Practitioner), senior associate with UCL Institute of Education and founding Education Director of Ambition Institute. For the past seven years with RSAcademics she has worked on headship and CEO recruitment, teacher training research and leadership development.



Sarah Evans

Senior Advisor, RSAcademics

Sarah has worked over the last seven years in senior leadership educational recruitment, career development, school reviews and as a parental advisor. Before that she was head of two independent schools and acting head in a third. She has been involved in teacher induction and currently chairs the National Teacher Accreditation panel.



Barry Speirs

Head of Leadership Consultancy, RSAcademics

Barry's background is in international HR and leadership development in business. Over the last seven years with RSAcademics he has focused on Head's appraisals and advising on headship appointment selection practices. He co-designed and runs interviewing for headship training and undertakes personality testing as part of the appointments final selection stage.



Johan Jensen

Director, All-in Education

As a diversity and inclusion consultant, Johan Jensen has worked with major financial institutions, pharmaceutical companies, charity sector and public sector organisations. In 2018 he founded

All-in Education to support education institutions on their D&I journeys.

He was previously a Director at Ambition Institute (then Teaching Leaders) and has led stakeholder management at the Equality and Human Rights Commission (EHRC). Johan started his career at Stonewall, the national LGBT equality organisation, where he developed and grew Stonewall's Education for All campaign to tackle bullying in schools. As part of the campaign he launched the inspiring Some people are gay. Get over it! campaign which has reached national and international audiences.



Louise Ishani

Associate, All-in Education

Louise Ishani is an experienced learning and development professional with a proven track record in designing and facilitating learning and development solutions in the public sector at both a regional and national level. She worked as a successful primary school senior leader in Inner London before moving into learning and development and school improvement consultancy work in 2002.

Louise is proud to have worked on the design and delivery of a number of programmes specifically targeted at supporting increased diversity in leadership, with a key focus on the development of women and BAME aspiring leaders. She is co-author of published research into good practice in raising the achievement of Black Pupils and Leadership and Management in an Inclusive School Environment.

About us

BAMEed



www.bameednetwork.com

BAMEed is a grassroots charity aimed at ensuring our diverse communities are represented as a normative part of the education workforce in teaching and leadership. We seek impactful means to address inequities in the recruitment, retention and promotion of Black, Asian and ethnic minority colleagues.

Our hubs are nationwide and always ready to support colleagues through mentoring, coaching and programmes to get them to their next stage of career.

In doing so, we partner with organisations whose commitment to action for change match our own.

RSAcademics



www.rsacademics.com

RSAcademics enables schools worldwide to thrive: by finding and developing leaders, guiding decision makers, making connections and shaping debate. We are known for the calibre and spirit of our people. We support schools in five main areas:

- Strategy, marketing and research
- Operational improvement
- Leadership and governance
- Philanthropy
- Research and thought leadership

All-in Education



www.allineducation.co.uk

All-in Education helps education institutions become inclusive workplaces - making recruitment more effective, ensuring talent stays for longer and helping staff fulfil their potential. We also work to diversify school curriculum and improve teaching learning to benefit all pupils.

All-in Education is unique in its approach to affect real change. We work deeply with senior leadership teams and middle leaders by using training, coaching and strategy development sessions to ensure sustained impact on staff and students.

We aim to create an inclusive and respectful online conference environment which welcomes people from all backgrounds, but the conference particularly welcomes Black, Asian and Minority Ethnic leaders and aspiring leaders in education (who we have consulted with in the development of this conference). If you have particular needs which we should be aware of, please let us know in the registration form. Feedback and ideas regarding inclusion are welcomed via careerdevelopmentconference@rsacademics.com