

#WomenEd Impact

National College of Education Partnership



Introduction

WomenEd is a global grassroots movement that connects aspiring and existing women leaders in education and gives women leaders a voice in education.

The National College of Education partners with #WomenEd to challenge the status quo. The #WomenEd cohorts of our programmes are enabling women to drive their career forward, break down systemic barriers to access and opportunity and create unrivalled networks of support. We reserve 20% of places on our programmes for women in underrepresented groups.

#WomenEd curated and facilitated content is at the heart of the programmes, with key campaigns and their impact baked into the curriculum content, challenging learners at all times to be 10% Percent Braver.

Since our partnership began in 2020, we have made incredible progress. From promotions and pay rises, to life-changing connections.

We are seeing change.

Quick Stats

We have analysed reflections, CIAG forms and reviews and identified the following statistics from our #WomenEd learners

37% of learners have taken on extra roles or responsibilities.

30% of learners have had a promotion within their school or at a new school.



Cheryl Faery
@cherylfaery



I got the job! 🎉 AHT at an utterly incredible school in Sept. Still pinching myself. 😄 Couldn't have landed it without what I've gained from @TheNCE_ @WomenEd @RachelONorth Do an NCE masters, it actually really, really changes your life. 🏆 #ourNCEjourney

7:55 am · 29 May 2021 · Twitter for iPad

8 Retweets 4 Quote Tweets 137 Likes

Impact Amy Smith

What do you now know, feel or think about leadership?

My experience so far on the course has consolidated my knowledge of what a leader is. It has helped me to reflect on my own leadership journey and has encouraged me to look in detail at myself as a leader. The learning from outside of the educational world has been hugely impactful and I believe has taught and inspired me to become a better leader.

What has shifted in your leadership as a result of being part of WomenEd?

Being part of the WomenEd cohort has supported and encouraged my thinking on women in leadership. I have made a concerted effort write policies and adapt practice so that anyone can have the opportunity to become a leader combined with being a person. I wish that WomenEd had existed earlier on into my leadership journey as I think some of the negative experiences that I have had a female leader may not have happened.

In what ways have you been, or intended to be, 10% braver?

I have always been a 'brave' leader but as I move into the realms of Executive Leadership and CEO territory, which is dominated by men I am encouraged to hold my own even more and fight for my seat at the table as an equal.

How have you progressed in your career, what new job, position, role, extra responsibilities have you achieved?

I am now Director of Education/Deputy CEO and the responsibilities that I now have are vast, but through the learning on this course the 'imposter' in me is mostly silenced.

What has your impact been on your team and your professional practice?

There have been numerous things that I have learnt from this course that have had a direct impact on my current workplace. I have introduced a new Performance Management process, Developed the Vision and Values for the new trust, Introduced an EDI strategy, Introduced a Coaching Model, but most importantly it has made be a better leader which everyone in the workplace has benefitted from in some way.

Impact Vicky Chalcraft

What do you now know, feel or think about leadership?

The course has highlighted many of the things that I have been doing on a daily basis as Headteacher for the past 5 years and made me reflect even more critically on my skills and knowledge as leader.

What has shifted in your leadership as a result of being part of WomenEd?

I have genuinely learnt that I have more to offer leadership than I was aware. The opportunity to network with the other WomenEd ladies has been superb and there is a real sense of collegial support and trust between us all.

In what ways have you been, or intended to be, 10% braver?

I was brave enough to apply to a highly successful school in Edinburgh for the Head of Prep role and made it to the final round but sadly could not attend the final interview due to my own school being inspected!! I was so disappointed but believe that things happen for a reason!!

How have you progressed in your career, what new job, position, role, extra responsibilities have you achieved?

More confident in my role as Head, leading on strategy, taking on new projects (setting up a charitable trust, new building project, new staffing structure to be proposed).

What has your impact been on your team and your professional practice?

I feel that I have empowered by team more by giving them even more autonomy to do their job - but giving them the time and space to do so. Use of horizon scanning by director of admissions and director of studies has stepped up phenomenally in his role. He admitted that he found it difficult being accountable to a female!!! We have worked hard at our relationship.

Impact Victoria Ongely

What do you now know, feel or think about leadership?

The course has made me reflect on the importance of understanding the privilege of leadership and how crucial it is to lead with a people centred approach.

The study and podcasts around emotional intelligence and led me to reflect on the importance of open and honest dialogue and that where in the past I would perhaps have strayed into the 'ruinous empathy' side of leadership as highlighted by Amy Edmonson, that I am now more focused on caring deeply and challenging directly using my learning from Radical Candor.

Lencioni's 5 dysfunctions of a team has been a text that I now return to frequently and I have been working extremely hard to develop trust within the teams I lead by being more open, authentic and challenging of sub standard performance.

Evidence from learning walks demonstrates that my team have significantly improved in their daily teaching.

What has shifted in your leadership as a result of being part of WomenEd?

I have championed many more women in my institution including supporting an unqualified colleague to achieve QTS, challenging HR in order to secure a workplace Menopause policy and also the removal of the current salary box on our application form.

In what ways have you been, or intended to be, 10% braver?

I have applied for an AHT role and have secured a spot on several working parties. I challenge poor performance with ease and using a framework that removes the personal element from the discussion. The knowledge gained has empowered me to be much more confident in my challenging of underperformance both up higher and lower in the hierarchy of the institution

How have you progressed in your career, what new job, position, role, extra responsibilities have you achieved?

I gained a new role as AAHT for development, have transformed the school's transition policy and framework and taken on extra roles developing behaviour and character education. I have also taken overall senior leadership of several year groups overseeing the pastoral leadership that exists and challenging areas of poor performance. This has also led to an increase in pastoral understanding including exclusions, restorative conversations, parental meetings and an understanding of the permanent exclusion process.

What has your impact been on your team and your professional practice?

The impact has been a much more cohesive ownership of everyone's remits both at senior leadership level and within my department. Members of my team have significantly 'stepped up' in order to give learners at the school a greater educational experience and improve our curriculums and extra curricular offers. Transition has been highlighted as a particular strength and subsequently the headteacher has asked me to transfer my 'winner's culture' to another year group to challenge underperformance and poor behaviour.

Impact Divya Patel

What do you now know, feel or think about leadership?

Leadership is about empowering, modelling, and sustaining. The key things I have seen in all the research and readings I have had so far through this course is that effective leadership comes from building teams based on talents, sharing and bringing people together to believe in the organisation's values, vision and mission, empowering and upskilling based on situations and problems that may arise and being up to date with the changes happening around us and the impact it has to the organisation.

What has shifted in your leadership as a result of being part of WomenEd?

I am more vigilant of any biases and discrimination that happens around me. I am more courageous and challenge other professionals to ensure our school develops and we all become better at what we do and believe in. I am also empowering other women leaders and ensuring they feel safe to challenge and seek support instead of compromising and struggling in silence.

In what ways have you been, or intended to be, 10% braver?

62% of teachers in secondary schools are women but only 39% of secondary headteachers are female.

Only 7% of women in education will attempt to negotiate their initial salary offer, compared to 57% of their male counterparts.

1 in 4 teachers who quit the classroom in recent years were women aged 30–39.

I now have a better understanding of the topics, such as the gender pay gap, gender stereotyping in schools and beyond. Advice in each chapter on how we can all change things for the better, as individuals, in our schools, and across the system to improve equality in education for everyone has been very helpful to mitigate the impact of stereotyping and gender discrimination in education.

How have you progressed in your career, what new job, position, role, extra responsibilities have you achieved?

I became Assistant Headteacher for maths across the Trust when I started this course, progressed to leading maths intervention teachers alongside my job and oversaw progress and planning in various year groups throughout the two years. I feel equipped to apply for Deputy Headship roles for next year based on all the development and new knowledge, skills and behaviours I have achieved through this leadership masters.

What has your impact been on your team and your professional practice?

I am more aware of the changes happening around me and I try to plan ahead to minimise any problems that may arise. I have started mentoring my team, providing 1:1 and group mentoring to help me connect with my team. Every time I face any problems, I liaise with my team to ensure I listen to their ideas and come up with solutions together. Before I found it difficult to let go of most responsibilities and always wanted to get everything right by doing it myself. Now I try to delegate where I can and communicate consistently to ensure other feel empowered and truth worthy.



Shirley Drummond
@shirleydrummon5

Replying to @WomenEd, @TheNCE_ and @NCE

Can't quite believe where my **#WomenEd** journey has taken me over the years! Never thought it would lead to me to Headship or my Masters with @NCE. Everything is possible with the right support network 🙌

7:41 pm · 17 Dec 2020 · Twitter Web App

2 Retweets 1 Quote Tweet 7 Likes



Shirley Si Ahmed @ShirleySiAhmed · 3 Nov 2021

👇 This is a seriously amazing, fully funded (in England), programme for school leaders. It changes lives. Ours, our teams', our pupils' and the communities we serve. **#ourncejourney #womened**



Ruth Astley @ruthastley · 20 Dec 2021

So happy to start the holiday with a merit for my first @TheNCE_ assignment. I'm learning so much and especially loving my @WomenEd @alcurry43 cohort. **#10%braver #ourNCEjourney**



Kathryn McGregor
@mcgregormaths

Replying to @ruthastley @TheNCE_ and 2 others

★ Likewise! So glad to have met you and our other NCE friends Ruth. Lifelong learners ★

12:18 am · 21 Dec 2021 · Twitter for iPhone



Mrs Starling FCCT
@LouBouStar

The wonderful women on their NCE journeys securing promotions is very inspiring and something to aspire to **#ourncejourney #WomenEd #10%braver**



Rachel Chadbourne
@rachiech

👏 Feeling inspired and a lot less scared! Great to be surrounded by so many brilliant women leaders. Lots to think about and take away! **#ourNCEjourney @WomenEd** Thank you @RachelONorth! 🎉



Sally Boaden
@SBoaden

I can honestly say this course is changing me, challenging me but mostly confidence building through the most amazing network of women. Do it - you have nothing to lose **#AMPLIFY #ourncejourney**



Mrs W MCCT 📚 @MichWhitt8 · 15 Apr 2021

Fantastic opportunity, check it out 🗨️ Thoroughly enjoying the course, along with meeting some wonderful women who have truly enhanced my learning and development. **@WomenEd @RachelONorth #10%braver**.