



The Equality and Diversity Fund 2018-2020

The Equality and Diversity (E&D) Fund has been offered by the Department for Education since 2014. The aim of the fund is to increase the diversity of the school leadership workforce. Since 2018, the delivery has been coordinated by Lead Regional Hubs. This is to increase geographical coverage and provide new opportunities to scale up best practice delivery models.

Linton Village College, on behalf of Cambridge and Suffolk Schools Alliance (CASSA TSA), has been selected as the Lead Regional Hub for the East of England and North East London (EENEL) region. LVC/CASSA is now inviting applications from schools who wish to lead programmes in their areas for 2019-20 for sub-regional hubs.

Programme Delivery Partners

In 2018-19 LVC/CASSA is working with 7 sub-regional hubs who deliver training to 104 participants. The programme partners have shared best practice and lessons learned. LVC/CASSA has been working to raise key issues at policy level as well as support partner capacity where needed. LVC/CASSA is keen to continue supporting current partners' work where there is demonstrated need as well as expand to include new partners, areas, and programme focuses in the region.

It is envisaged that there will be up to 8 sub-regional delivery schools in EENEL in 2019/20. Schools graded outstanding or good for overall effectiveness by Ofsted in their most recent inspection are eligible to apply for funding.

Programmes

The overarching aim of all programmes is to increase the diversity of school leadership. It is envisaged that approximately 14 participants will be recruited in most programmes. There may be good reason that a sub-regional applies to run a programme for fewer participants (minimum 11). Programmes can include coaching, mentoring, shadowing, a combination, or other innovative ways of supporting teachers with protected characteristics into leadership. The programmes must respond to local need and as far as possible consider recruitment from Opportunity Areas.

The funding available is £9,000 per programme if 14 participants are recruited key performance indicators detailed below are met. All programmes must be completed by the end of June 2020.

Participants

Participants will be teachers at any stage in their career, working in state funded schools in England, covered by at least one of the protected characteristics as defined in the Equality Act 2010:

- age
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- disability
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- sex
- sexual orientation

Funded places are only available to teachers who have a TRN (Teacher Reference Number) and at least one protected characteristic.

Teachers working in other educational settings, including further education institutions are not eligible for funded provision, but schools may charge a fee to facilitate access for such participants. In some cases, it may be appropriate to allow teachers who do not have protected characteristics but wish to join the programme to apply and pay for their costs. This could be considered on an individual basis, but the vast majority of participants will have protected characteristic(s).

Key Performance Indicators (KPIs)

All of the following KPIs apply across all programmes in each region:

- 70% of participants to have started applying for promotion (or achieved promotion) within the lifespan of each project
- target number of participants as specified in bids achieved
- a participant retention rate of 85%
- a participant satisfaction rate of 90%
- sub-regional hubs actively participate in regional events and contribute to sharing good practice
- all programme delivery and reporting should be completed by the end of each summer term – extensions beyond this will not normally be permitted
- no more than 10% of funding used for administration.

Application process and sub-regional programme selection criteria

Sub-regional programmes for 2019/20 in EENEL will be selected on the basis of an application. They will be selected by a Committee Panel based on the following criteria:

1. Sub-regional hub demonstrates need for the programme in their locality
2. Sub-regional hub has the capacity to deliver the proposed programme. There is some support available from the regional hub in terms of good practices and help with recruitment and delivery if this is needed, but the primary responsibility for recruitment and delivery lies with the sub-regional school. LVC/CASSA is involved in quality assurance processes.

3. The programme focuses on at least one protected characteristic. Preference will be given to programmes which focus on characteristics where people face particular challenges, such as race, sexual orientation, and disability. Programmes focusing on more than one characteristic are also particularly welcome.
4. Preference will be given to programmes which include participants from Opportunity Areas or areas where there is greater need, such as rural areas, based on demonstrated need in a locality and access to professional development opportunities.
5. Programmes represents good value for money. The planned budget is 2k start-up plus £500 per participant with a target of 14 participants (minimum of 11). Sub-regional hubs are expected to contribute 25% of the total cost in kind. So a programme of 14 participants would attract £9,000 funding + £3,000 in kind from the sub-regional hub, which can be for staffing costs, resources, spaces or other costs.

The Committee Panel will also consider a balance between currently funded and new programmes, a balance across the region, and a spread of protected characteristics covered.

For more information and an application form, please see <https://east.equalitydiversity.education> or contact Magda Syposz on magda.syposz@lvc.org or on equalitydiversity.east@lvc.org

The deadline for submissions is noon on **Thursday 4th July 2019**. Applicants will be notified of the outcome in July. A mandatory planning meeting for programme leads of the selected sub-regional hubs will be held in Linton Village College, Linton, Cambridgeshire, in September.