

Career development and mentoring support for the School Inspection Shadowing Programme

Ofsted and the National College for Leadership of Schools and Children's Services (National College), working with the Black Leadership Initiative (BLI), are offering black and minority ethnic (BME) senior teachers with aspirations to school leadership positions the opportunity to shadow Ofsted inspection teams on two school inspections. Participants will be mentored by an HMI during the inspection process. The programme is open to teachers in both primary and secondary schools.

To support participants on the scheme, a tailored mentoring and career development programme has been developed by the Black Leadership Initiative and is funded by the National College. The aim of the mentoring and career development programme is to provide continuing support to BME participants after the completion of the inspection shadowing. Participants will receive:

- a trained mentor who is currently working in the schools sector in a senior position
- an introduction to mentoring and coaching so that they can get the best value from their mentoring experience
- a framework for capturing, reflecting upon and sharing the learning that arises from the shadowing programme
- support and advice on implementing their learning and raising their profile through their school improvement processes
- networking opportunities with BME education professionals
- access to a dedicated e-learning system
- the opportunity to access one-to-one talent management support

Participation on the career development and mentoring programme is strongly encouraged.

The career development programme involves attendance at a one-day workshop, which is normally held at the weekend. Participants negotiate the most appropriate method of communication with their mentor, which may involve some face-to-face contact as well as email and telephone discussions. Reasonable travel and related expenses will be paid to participants.

Participants who are selected for the inspection shadowing programme will be invited to attend the half-day career development/mentoring workshop.

For further information about the scheme, please visit the [School Inspection Shadowing Programme page](#) on the National College website or ring the Black Leadership Initiative on 01902 428528.

The Black Leadership Initiative (BLI) is part of the Network for Black Professionals which is a progressive, social enterprise that seeks to meet the needs and aspirations of Black and minority ethnic (BME) communities.