



Welcome



500+ MEMBERSHIP COMMUNITIES

40K EDUCATORS

83 COUNTRIES



16 SPECIAL INTEREST GROUPS

DIVERSITY EQUITY INCLUSION & JUSTICE



WELCOME TO THE WORLD OF



MIDDLE LEADER CERTIFICATE

- THE CULTURE OF LEADERSHIP
- ASSESSMENT & LEADERSHIP
- BUILDING & LEADING TEAMS
- COACHING & LEADERSHIP
- CURRICULAR DESIGN & LEADERSHIP
- DESIGN THINKING PROCESS
- MANAGING & EMBRACING CONFLICT
- TEACHER QUALITY IMPROVEMENT
- INSPIRING & SUSTAINING DEI BREAKTHROUGHS



CHILD PROTECTION CERTIFICATE

- ARABIC, ENGLISH, MANDARIN, & SPANISH
- CERTIFIED TRAINING RECOGNISED BY NEASC

EUROPE 229

OUR MEMBER SCHOOLS

ASIA 155

AFRICA 23

AUSTRALASIA 01

AMERICAS 24



DEVELOPING CRITICAL GLOBAL PERSPECTIVES

- ONLINE COURSE IN GLOBAL COMPETENCIES
- CERTIFICATE FOR YOUR PD

CULTURE & CHANGE

ecis LEADERSHIP CONFERENCE 2023 27-29 APRIL | DÜSSELDORF



6 Word Biography

Share at Your Table



AREAS OF FOCUS TODAY

Tackling the talent crunch: Attracting, recruiting and retaining leading talent to promote positive learning environments

- The importance of optimising and maximising existing talent through continuing professional development opportunities
- How to attract, recruit and retain talent whose values are consistent with those of your school and would continue to promote a positive school culture for everyone





TEACHER TRAINING & DEVELOPMENT

DELIVERED BY TES INSTITUTE

ECIS and Tes are working in partnership to support international schools worldwide, helping them to develop and retain the talented teachers they need for their school to succeed.


Tes have been supporting schools and championing great teaching for more than 100 years. Today they provide a wide range of software and services to help schools and students flourish.

Through Tes Institute – the fully accredited teacher training and development part of TES – they help school staff all over the world to be the best they can be with flexible, personalised online and in-school teacher training and CPD. From trusted support staff and passionate graduates to confident teachers and leaders, their unique approach allows learners to study in their own time, learning from their peers as well as from highly experienced tutors.


6 advantages of using values-based recruitment


1 Positive work environment 

4 Increased productivity 

2 Improved staff morale & motivation. 

5 Reduced employee turnover & improved retention 

3 Increased employee engagement 

6 Employer Ambassadors 

Value of Inclusive Recruitment

- 67% of job seekers consider workplace diversity an important factor when considering employment opportunities. ([Glassdoor](#))
- 78% of employees who responded to a Harvard Business Review (HBR) study said they work at organizations that lack diversity in leadership positions. ([Harvard Business Review](#))
- Organizations with above-average gender diversity and levels of employee engagement outperform companies with below-average diversity and engagement by 46% to 58%. ([Fast Company](#))

STATISTICS

- Ethnically diverse representation: 33% more likely to outperform their peers (McKinsey and Company)
- Gender diverse boardrooms and SLT: 15% more likely to benefit from above average profitability
- Rooney Effect: 6% to 22%



SHOP WINDOW

Website

Accessibility - fonts and colours

Simplicity of words, acronyms and other jargon

Typography – layout, links, line spacing, paragraph width and spacing

Optical Representation

Symbolic dismissal – the idea is if you don't see people who represent you, the organisation is not diverse and inclusive; you are somehow not important

Statements

STATEMENTS: APPLE

Different together

At Apple, we're not all the same. And that's our greatest strength. We draw on differences in who we are, what we've experienced, and how we think.

Because to create products that serve everyone, we believe in including everyone

- Readers do respond to headlines
- Use of the words, 'we', everyone
- Differences are seen as a strength



Recruiting from your Networks – Cast your net wider

- Looks like me and speaks like me and is me.
- Do these applications getting priority.
- Is it always a fair process.



MUST BE...

- Energetic
- Dynamic
- Mature
- Young
- Experienced
- Young-spirited
- Young and dynamic
- Just finished school/school-leaver
- Recent graduate
- Active
- Athletic
- Must hold a driving licence – if you are not expected to do any driving as part of your job

Question:
Proof of the
right to work in
the country.





DISCUSS YOUR JOB ADVERTS

POINTERS: MORE APPEALING THAN LIST OF REQUIREMENTS AND COMPETENCES

- Readability of job adverts and descriptions
- Format: avoid lengthy bullet points
- Describe what it is like to work in your organisation
- Story of workplace culture
- Benefits you offer
- What you stand for, your values
- Named contact person for an informal chat
- Your commitment/stance to EDI
- Did you know that diversity initiatives were considered highly important when researching potential employers?

A network diagram consisting of numerous small, dark grey spherical nodes connected by thin, colored lines. The lines are primarily orange and red, with some yellow and purple lines interspersed. The nodes are arranged in a somewhat irregular, interconnected pattern, suggesting a complex network structure. The background is a light, neutral color.

CASTING YOUR NET WIDER.

Other suggestions ...

What has worked.....

5 recommendations for retaining your teachers

1. Provide plenty of opportunities to learn. ...
2. Choose quality over quantity. ...
3. Seek teachers' feedback and use it in decision-making. ...
4. Cultivate collaboration. ...
5. Plan for a better work/life balance.



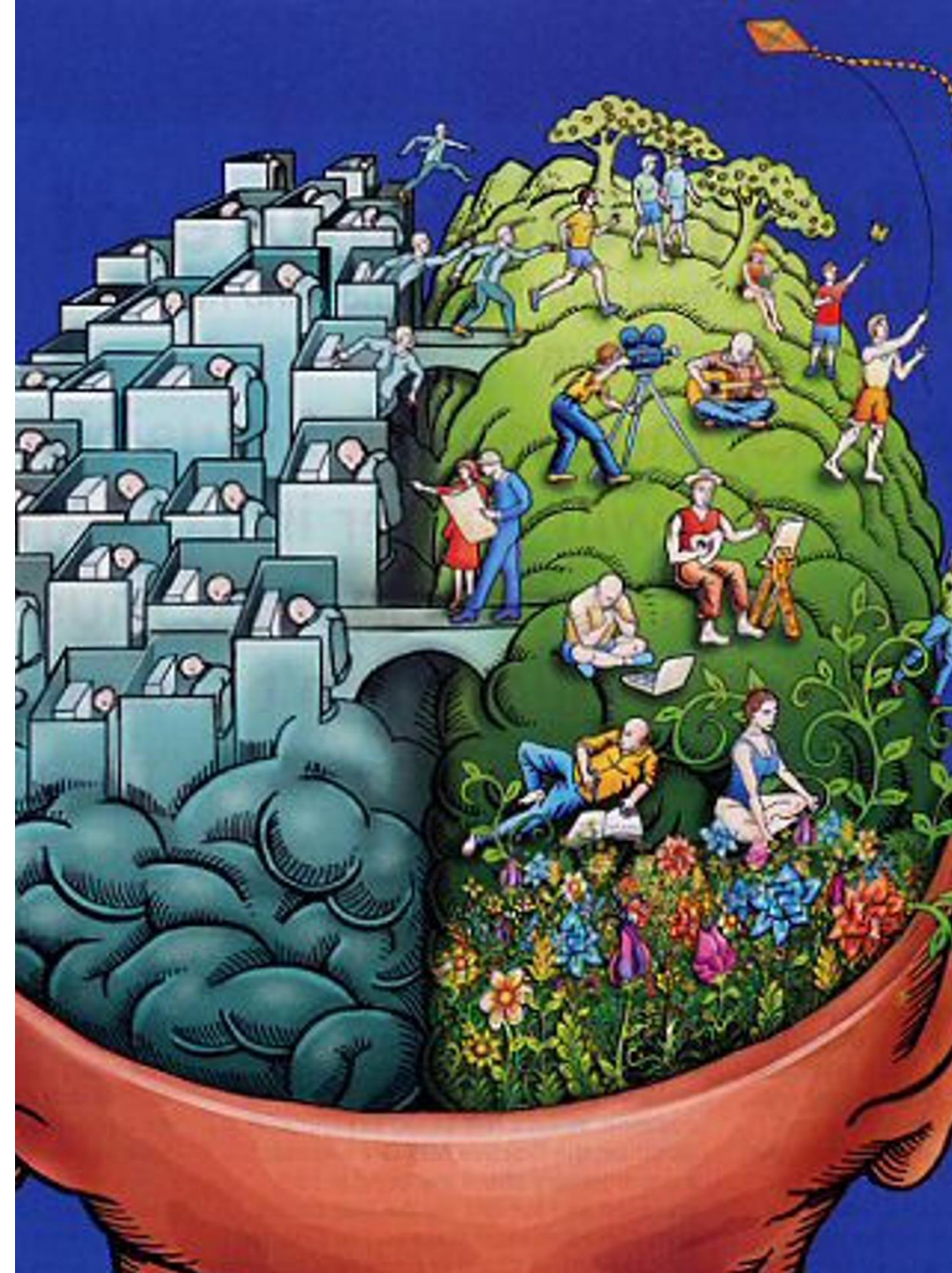


REVIEW YOUR ATTRACTION

- How is your establishment perceived by the local community and beyond
- What can be done to improve the reputation of your organisation
- What themes are there from exit interviews
- Ask your staff to spread the word
- Seek feedback from staff
- Social media strategy
- Collaboration across schools
- Rotational Roles
- Flexible working
- Engaging resources e.g., videos
- Accountability to whom?

EVERYONE HAS BIASES

- In many situations, these biases are a normal, healthy aspect of our cognitive ability. But there are other times when biases can cause us to act in ways that undermine our personal/professional values and goals.
- Without realising it, we can have biases that either favour those who match our own identity, or the identity that is most culturally privileged.





CONTACT

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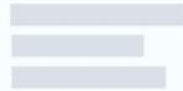
SKILLS

- Microsoft Office
- Outlook
- Gmail

PROFESSIONAL COURSES

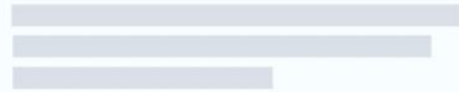
PRINCE 2 Foundation

The Knowledge Academy, 2003

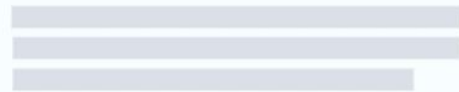


WORK EXPERIENCE

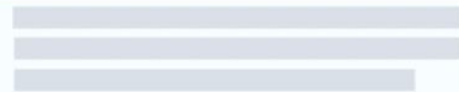
Project Manager, Google
2021-2021 (3 months)



Junior Project Manager, LJC Resourcing
2010-2021 (11 years)



Project Assistant, Sebright Co
1999-2004 (5 years)



EDUCATION

MA History: 1st
Cambridge University, 1987-1989

BA (Hons) English Literature: 2:1
UCL, 1984-1987

Halo Effect

If they worked there, they must be a strong candidate

Confirmation Bias

He was only at google for 3 months, but there must be a good reason why he left if he was hired there in the first place

Affinity Bias

I completed PRINCE2 as well! He must be smart, I know it was hard to complete.

Groupthink

Well, my manager thinks they're the strongest candidate so...

Stereotype Bias

He studied at Cambridge so he must be smart and good for this role, looking at his dates, he might be too old for this role

DECISIONS ARE MADE IN FAVOUR OF ONE PERSON TO THE DETRIMENT OF APPOINTING THE RIGHT PERSON

- We process 11 million bits of information, consciously only process 40 bits.
- Bias can lead to unfair inaccurate judgements
 - Overlooked talent
 - Maintains stereotypes
 - Affects how you compare and contrast with different candidates



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FIRST 7 SECONDS

- 11 judgements about the person

Subconsciously gather data to justify and maintain these judgements

A type of prejudice that affects behaviour

Malcolm Gladwell – Tipping Point and Blink



BIAS JOURNEY

HARDWIRED INTO MEMORY



- UPBRINGING
- MEDIA
- EDUCATION
- PEER
- OTHER INFLUENCES



**COGNITIVE
JUDGEMENT**
**REACTION
PROCESSING**

- 7 SECONDS,
11 JUDGEMENTS
- EMOTIONS



BEHAVIOURS
ATTITUDES
LANGUAGES

- MICRO DECISIONS**
- MICRO AGGRESSION
 - MICRO AFFIRMATIONS



- IMPACT
- EMOTIONS

THANK YOU!
thank you!

