Years of experience at first promotion to school leadership team posts 22.7 19.9 18.9 17.8 17.3 14.7 14.5 13.8 13.4 10.4

12.4 9.2 Primary female Primary female Primary male Primary female Secondary male Primary male Secondary female Secondary male Secondary female Secondary male Primary male Secondary female Classroom Teacher (CT) Assistant Headteacher (AHT) Deputy Headteacher (DHT) to Assistant Headteacher (AHT) to Deputy Headteacher (DHT) to Headteacher (HT) Figure 11.2 Men reach headship faster than women (Allen, 2018)