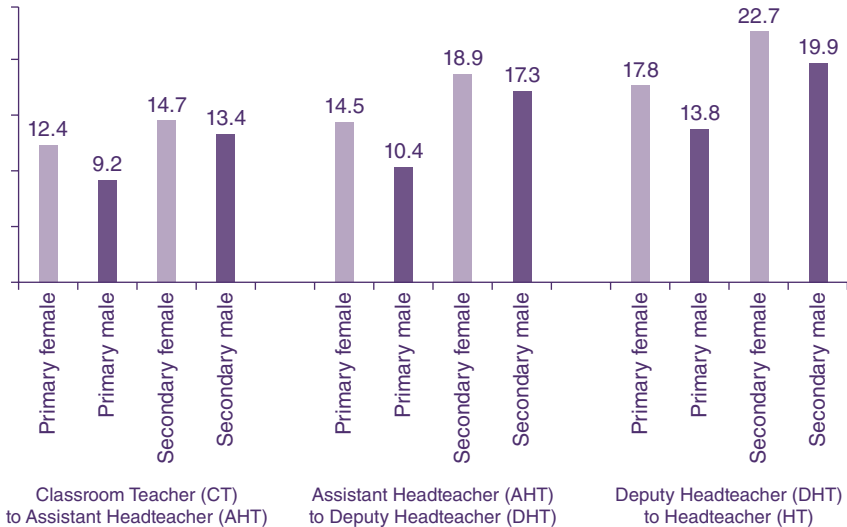


## Years of experience at first promotion to school leadership team posts



**Figure 11.2** Men reach headship faster than women (Allen, 2018)