



WORLD CLASS LEARNING

Stepping Up Leadership Development

LONDON

**Positive Action & Social Mobility
For Individuals From
Black, Asian and Minoritized Communities**

**www.steppinguplearningacademy
www.steppingupbristol.com**



**"72% of participants 'Step Up' to a
NEW ROLE" ...No other programme
delivers results like Stepping Up."**

**- Kevin Millwood, Chair Stepping
Up Stakeholder Board & Head
of Cyber Security
Hargreaves Lansdown.**



Winner

**CIPD
People Management
Awards 2020**

**LGO Awards
2020**

FORWARD

(Professor) Christine Bamford, Founder and CEO of Stepping Up Learning Academy welcomes you to Stepping Up London Award winning, positive action programme for individuals from Black, Asian and Minority communities.

London is a cosmopolitan city and the most ethnically and religiously diverse than any other city in the UK. Demographics are also distinctly different 43.5% of the population are white, 14.6 other white, Black African 7.9% Indian 7.00 Religion other than Christian 25% No religion 29%. Whilst young people between 0-10 account for 38.8% of the population.

There is disparity between the population and the diverse make up of senior leadership and Boards across all sectors. In other words, the leadership does not reflect the community or customers it serves. Public sector organisations are on the case and working hard to embrace equality diversity and inclusion – but they need a helping hand – they need “Stepping Up”

MISSION STATEMENT

**Our mission
is to curate inclusive
workplaces where
difference can flourish.
Our passion is to develop
a diverse pipeline from
classroom to boardroom**



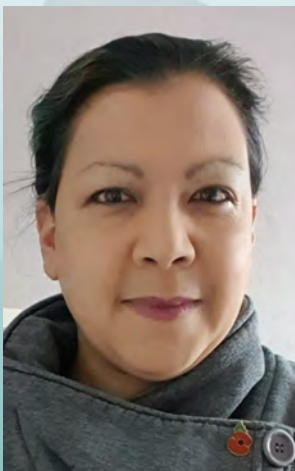
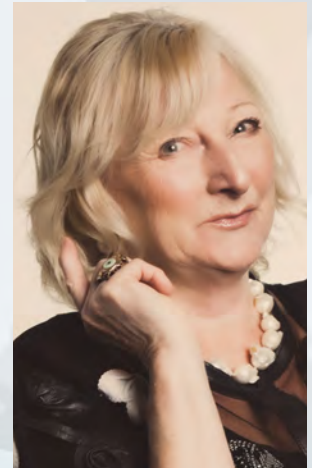


"I would highly recommend that London embraces Stepping Up diversity talent pipeline. Embedding diversity and inclusion not just in a singular Council but across pan-sector ecosystem of employer partners. Stepping Up reach has extended beyond individuals stepping up into new roles (which is impressive) but into re-energising diverse communities and delivering economic vitality through engaged employability and entrepreneurship "

- Cllr Asher Craig, Deputy Mayor, Bristol City Council

"Whilst Stepping Up has achieved undoubted success in changing the diversity of leadership landscape there is an urgent need to focus on young people. With London demographics for 0-19 making up 38.8% of population an early accelerator programme is now part of the Stepping Up offer for London"

- Prof Christine Bamford, Stepping Up Director



"Bristol has served as a test bed – now it's time for London to embrace the "magic" that is stepping up"

- Kam Govind Stepping Up Development Director

The Cohort 8 West of England Diversity Leadership Programme

London Programme Cohort 7 Programme Components

Stretch Assignment - Virtual Action Learning Set Teams

Participants will work in teams (virtual action learning sets) to undertake a stretch assignment based on one of the United Nations Sustainable Development Goals. The assignment will enable participants to explore the co-creation and research skills, as well as working as part of a team of diverse peers.

Neurodiverse Friendly

Virtual learning platform

Each participant will have their own individual learning account that will provide access to virtual learning that supports the development of critical leadership skills

"Know yourself" developing self-insight, Virtual Mentoring - enhancing your career and leadership capability - Communication with impact, change and politics and career management.

Diagnostic

An innovative approach to diagnosing individual's skill shift gaps that establishes the leadership journey plan for participants through a career passport.



Education Programme

Key modules on strategic issues to generate debate, solutions and insight into the challenges of leading complex change across the wider public sector. The Education Programme focus on core areas:

- Leadership
- Equality Diversity and Inclusion
- Politics and Change
- Global Trends

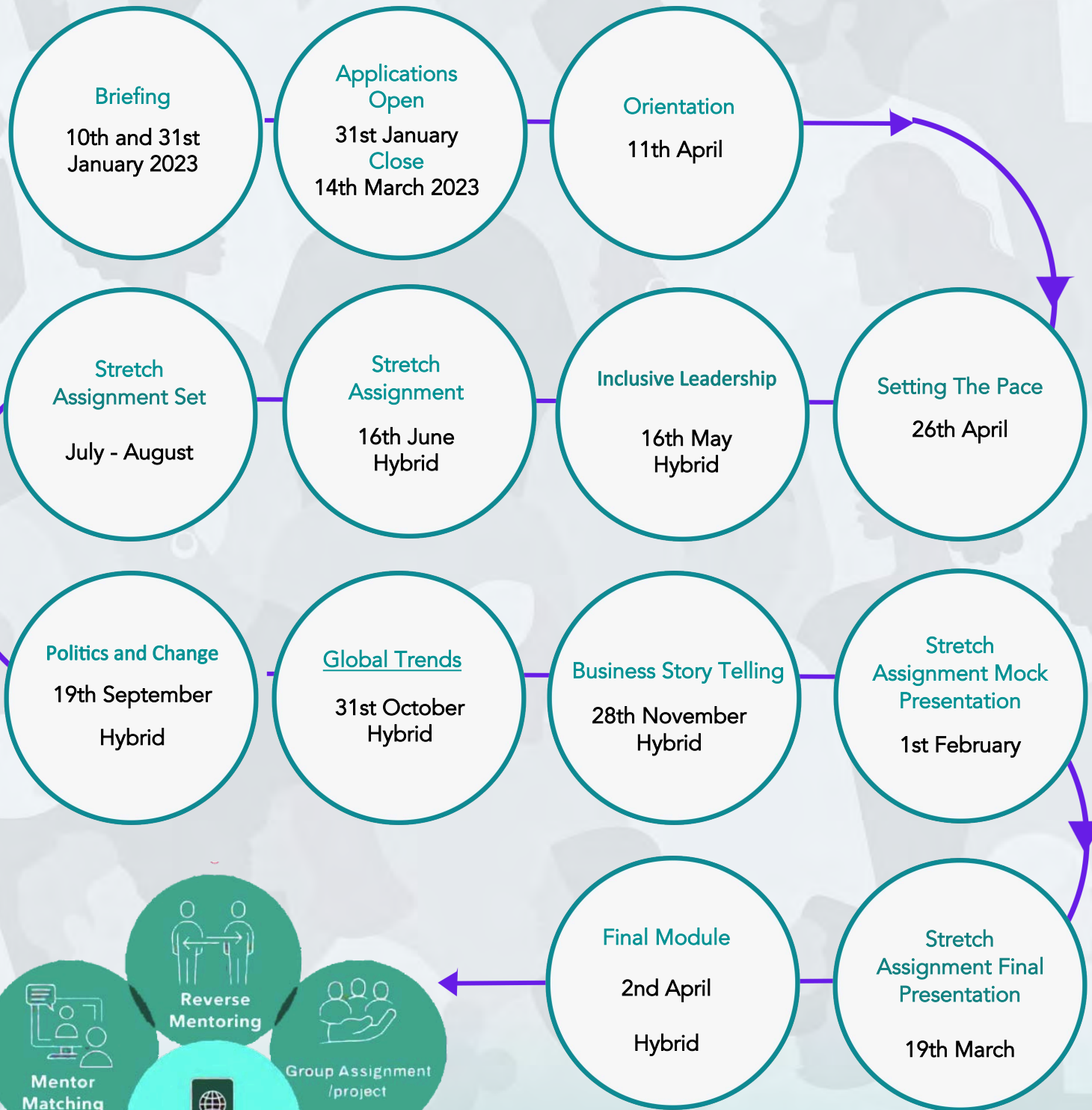
Virtual Mentoring

Developing individual skill set shifts through an innovative approach to virtual mentoring. Participants will be matched with an external mentor who will challenge and open thinking to new insights. To support the mentoring journey participants will complete a self-assessment inventory based on emotional intelligence leadership competences. The assessment will track participants progression and provide impact measurement on the mentoring engagement.

Career Management Support

Support will be made available to prepare individuals for interview and broader career management support, as required.

London Programme Cohort 7



- 15 days training commitment
- 5 days (hybrid) Core Modules
- 3 days virtual learning personal development
- 5 days (40 hours) Stretch Assignment VAL
- 2 days (16 hours) Virtual Mentoring

Hear it from Alumni Participants 2019-2021 external evaluation identified:

- Stepping Up participant's confidence increased from 37% to 93%
 - Self-assurance increased from 32% to 70%
 - Influence increased from 32% to 70%
- Career planning increased from 47% to 90%
 - 72% step up to a new role
- 94 % of Cohort 1 (2018 intake) have been promoted



“
I have been promoted twice. And set up "Better Tribe" to help African families settle in the UK
”

- Abimbola Oyekoya



“
Stepping Up Changed my life and the aspirations of mys daughter.
”

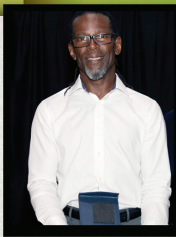
Sayidali Hassan

Sayidali arrived in Bristol as a refugee. His mentor opened the opportunity for Sayidali's daughter to access work experience. She now believes anything is possible and at age 17 years, a Trustee of Bristol Somali resource Centre.



“
The Stepping Up Experience has built confidence in me to step up and become the type of eader i want to become; One that is authentic by just being me -inclusive and true to my values
”

-Gait Collins - Finance Manager, Transformation, Bristol City Council - Completed her MBA



“
"Stepping Up prepared me for my promotion and continues to support as part of Alumni network"
”

- Richard Stokes Avon Fire and Rescue Service - Rising Star



“
I've said it many times before that my success (such as it is) is also Stepping Up success. It's been quite a journey!
”

- Adam O-Loughlin, who won the Avon & Somerset Police National Federation Bravery Award for Inspiration in policing, winner Neurodiversity and promotion to Sergeant



“
My mentor, from Osborne Clarke was impactful, she became my role model and shaped how I look at the future. I learnt the importance of having clear written goals in different aspects of my life, health, finance, career, family etc. Goal setting is now one of my favourite activities!
”

- Zahra Kosar, Stepping Up Cohort 2 (Horumar Founder)

The Stepping Up Cohort 8 West of England Diversity Leadership Programme

Application Process The Cohort 8 West of England Programme - 2023 Intake

Open for applications 1st February 2023

Sponsoring employers may undertake an internal selection process. Interested applicants should check the process with their employer.

Employer nominated participants will be selected onto the programme through the Stepping up Selection Board

Diverse Individuals who wish to apply for a bursary should submit CV and Supporting statement as to their motivation to participate in Stepping Up to contactus@steppingupbristol.com

Applications open 1st February

CV and supporting statement to be sent to contactus@steppingupbristol.com

visit www.steppinguplearningacademy.com for further insight into Stepping up portfolio of programmes

Working in partnership with London City Corporation, Brent Council, Islington Council, Richmond and Twickenham

Mentoring partners; Cisco, Google, Microsoft, Osborne Clarke, Hargreaves Lansdown, Hewlett Packard, Genisys, KPMG, Ernst and Young, BBC

"Stepping Up changed my life - let it change yours"

- Sadia Bello, Head of Diversity and Inclusion and Professions City of London Corporation

