

UP

STEPPING

Diversity Leadership Experience - 2020 intake




This programme has won the following awards:
PPMA Excellence in People Management Awards 2019
South West Mentoring Awards 2019
Bristol Diversity Awards 2019

Stepping Up 2020 BAME & Equality Groups – Mid Level Careers Diversity Leadership Experience

Stepping Up Diversity Leadership Experience is a ground breaking and award winning initiative. It has won awards for excellence in Diversity and Mentoring and sets an exemplar of a regional talent pipeline.

140 Diverse Leaders are now ready to take their place as Civic Leaders. By 2023 we aim to have 400 Diverse Leaders.

2020 Stepping Up aims to unlock potential and develop talent while ensuring a fair representation of BAME and equality groups.

A photograph of three people standing in front of a large, ornate, dark-colored door with a diamond and circular pattern. On the left is a man with a shaved head, wearing a dark suit jacket over a light-colored shirt. In the center is a woman with dark hair, wearing a dark short-sleeved top and a lanyard with a badge. On the right is a woman with dark hair, wearing a white headband and a black and white patterned dress, also with a lanyard and badge. The background is a light-colored wall.

“ Stepping up is a groundbreaking and innovative initiative that is set to be a blueprint for the remainder of the UK. I am delighted that there has been commitment to another programme. ”

Baroness Ruby MacGregor-Smith

Mayor Marvin Rees,
Baroness McGregor-Smith
and Cllr. Asher Craig

Diversity: the thread that holds us together

Stepping Up

External evaluation has identified remarkable achievements.

Stepping Up Participants:

- Confidence increased from 37% to 93%
- Self assurance increased from 32% to 70%
- Influence increased from 32% to 70%
- Organizational Politics increased from 23% to 62%
- Career Plan increased from 47% to 90%
- 60% achieved Career Movement

Prof Christine Bamford, Programme Director for Stepping Up, has paid tribute to Bristol City Council for championing this ambitious and innovative programme. She has also expressed her gratitude to all 50 employers who pledged support and actively participated in the delivery of the programme, through mentorship, venues, stretch assignments, speakers and wider development opportunities.

Fig 1: Stepping Up Distributed Model



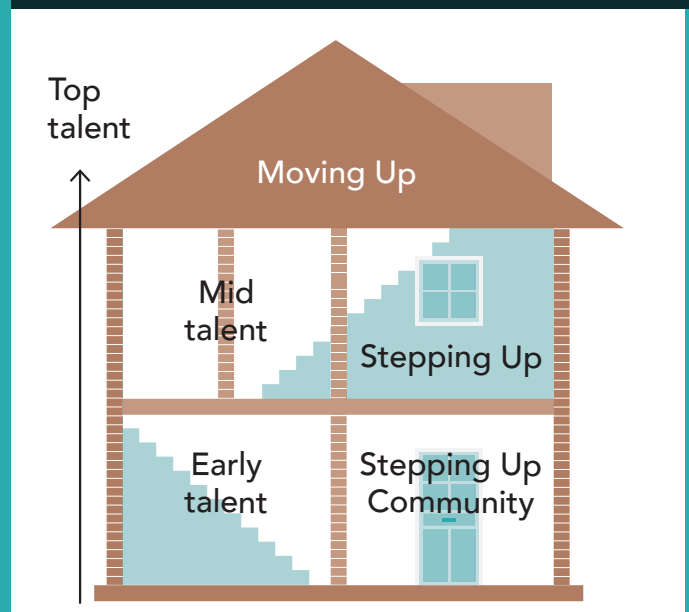
Stepping Up is on track to deliver the challenge that by 2023, 400 Diverse Leaders will take their place at all levels of leadership within the region.

Employers across the region have championed and supported Stepping Up by:

- Searching for internal talent
- Releasing and supporting participants
- Committing to embed diversity at all levels
- Promoting career opportunities
- Providing Project / Assignment
- Providing venues
- Contributing to modules
- Mentoring

Employers play a vital role in the co-production, evaluation and delivery of the Stepping Up diversity leadership experience

Fig 2: The internal talent house



“ Cllr. Asher Craig, Deputy Mayor, and myself are committed to changing the diversity landscape of Bristol. We want to embed diversity in its widest form into the DNA of the region. ”

Prof Christine Bamford,
Programme Director and architect of Stepping Up



Cllr. Asher Craig



Prof Christine Bamford



“ Everyone is different - that's what actually makes you special and stand out. ”

Ray Berg, Managing Partner, Osborne Clarke

“ We are delighted to support Stepping Up in any way we can. ”

Robert Halton, Chair, Stepping Up Governance Board



“ The NHS is proud to be a key partner in Stepping Up. ”

Michelle Romaine, Chair of WBHT

“ We are committed to inclusion and are proud to support Stepping Up's commitment to develop talented leaders, unlock potential and change the diversity of leadership across Bristol. ”

Andy Marsh, Chief Constable of Avon and Somerset Police



BAME & Equality Groups – Level 2 is part of an integrated talent pipeline.



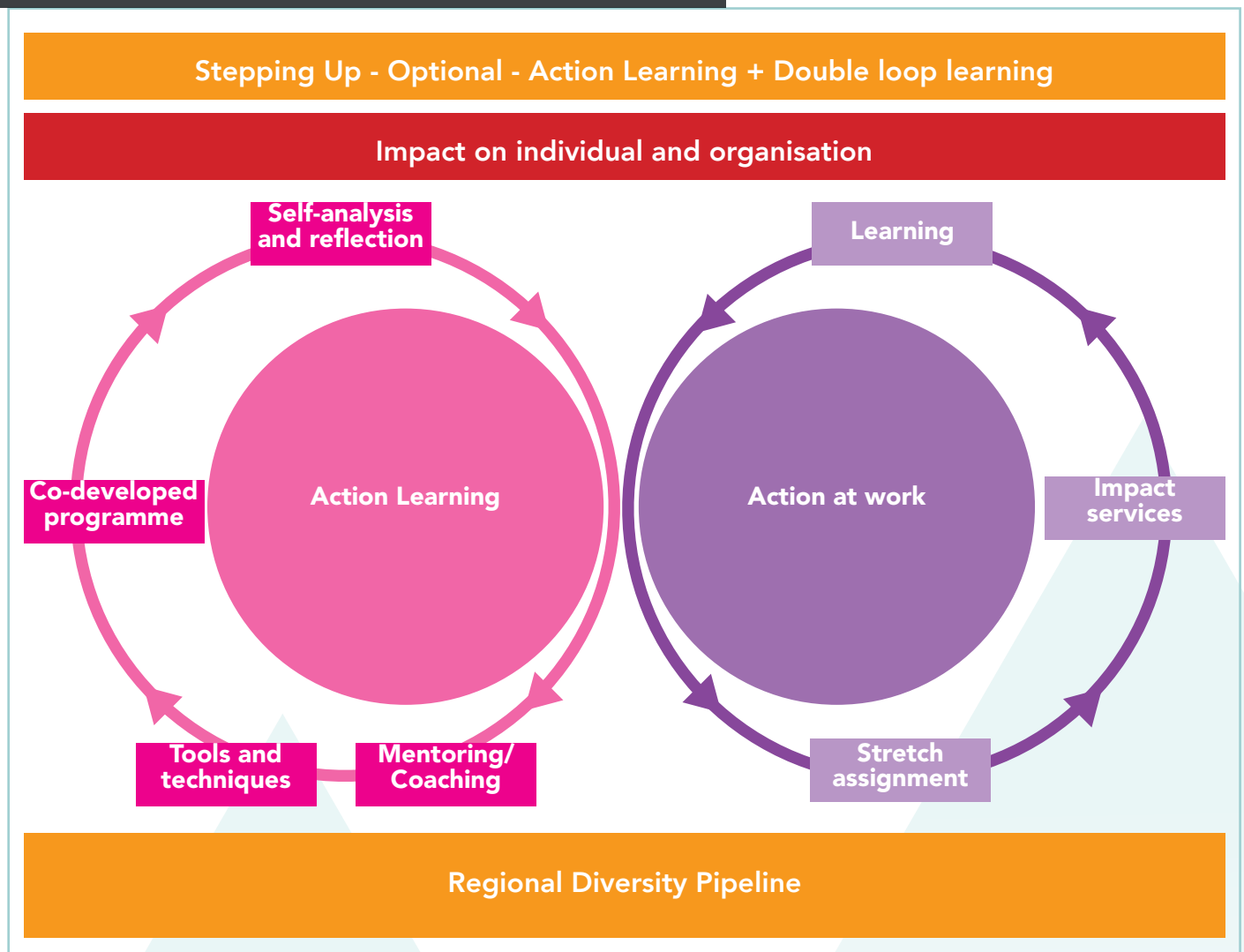
Stepping Up will provide 27 days of development interventions for participants:

- Leadership development programme (12 days)
- External mentoring (8 hours)
- Project assignment (6 days)
- Action Learning Sets (6 days)
- ILM/MBA option post programme via levy
- Mentoring/Career Workshops (2 days).

Fig 3: Stepping Up - Programme Outline



Fig 4: Diagram demonstrates double loop learning



Recruitment

The application process will open on the **Monday 2 December 2019** and close on **Friday 24 January 2020**.

No applications can be accepted beyond this date.

Please visit the Bristol City Council job page at <https://jobs.bristol.gov.uk/home.html>.

Interviews will take place the week commencing **Monday 24 February 2020**.

The Introduction to Leadership will commence on **Wednesday 18 March 2020** in the Conference Hall at City Hall from 10:00am to 4:30pm.

On **Thursday 19 March 2020** Action Learning Sets commence.

Visit www.SteppingUpBristol.com or www.bristol.gov.uk/mayor/city-leadership-programmes

for a video and more information.

Or e-mail SteppingUp@Bristol.gov.uk

The cost of the programme is £2,500 per participant. Busarries will be available for not-for-profit organisations, or for participants who are self-employed, or self-funding.

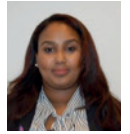
“The leadership modules exceeded my expectations. It's inspiring to be a part of this community of leaders stepping up!”

Felix



“My mentor has supported my public speaking”

Moestak



“Leading the development of Horumar Somali Women has increased my skill set and enhanced my creativity and vision to make a positive contribution to my local communities and beyond.”

Zahra



“It challenged and stretched my thinking and gave depth to work place projects”

Adam



“I wanted to be a role model for disabled, Stepping Up has made this happen”

Barry



“It has harnessed my leadership skills by providing me with opportunities to mentor other women”

Abimbola



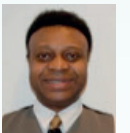
“My confidence has increased beyond my expectations”



Debra

“My Stretch Assignment allowed me to foster my passion for diversity in education.”

Sherif

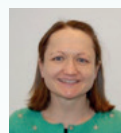


“I got my promotion - all down to Stepping Up”



Richard

“Learning from my peers has enhanced my everyday work.”



Sally

Bristol City Council would like to thank key sponsors WECA and LEP and Employer Consortium members for their support for Stepping Up.



Airbus, Ashley Housing Association, Avon Fire & Rescue Service, Avon and Wiltshire Mental Health Trust, Avon and Somerset Constabulary, Avon and Somerset Police and Crime Commissioner, BBC, Be on Board, Bristol City Council, Bristol Community Radio, Bristol Energy, Bristol Music Trust, Bristol Old Vic, Bristol - South Gloucestershire and North Somerset CCG, Bristol Waste, Bristol Womens Voice, Burges Salmon, Business in the Community, Centre for Mentoring and Coaching, Channel 4, Colston Hall, Deloitte LLP, EDF, Environment Agency, First Bus, GENeco Wessex Water, Gloucester City Council, Golden Key, Green Capital Partnerships, Gregg Lathams Ltd, Happy City, Hargreaves Lansdown, Imperial Leisure, KPMG, NHS Leadership Academy, MAG Consulting, MOD, NBHT, The Old Vic, Opus Talent Solutions, Oracle, Osborne Clarke, Plimsoll Productions, Public Service at Heart, RBS/NatWest, RFLA, Schumacher Institute, Sea Salt Learning, Second Step, TNT, Ujima Radio, University of Bristol, University of the West of England, WECA, West of England Local Enterprise.

Programme Delivery Team

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and Katie Mcininch
(Bristol City Council)

Appreciation and thanks to speakers:

Caroline Field, ARUP
Dr Pat Oakley
Ray Berg, Osborne Clarke
Wendy Murphy, Centre for Mentoring
Alan Winfield, UWE
Susan Partridge, Airbus
Melanie Robinson, MOD
Robin Hambleton, UWE

Matt Grass, Foxrock Film Production
Jan McKenley, Public Services at Heart
Louise Sunderland, KPMG
Beris Gwynne, INCITARE
Angus Fisher, RFLA
Julian Stodd, Sea Salt Learning
Women's Coin

