

Elevate Leadership Course

Frequently Asked Questions



1. Why do we have a 'Black Asian and Minority Ethnic only' Leadership Course?

The Covid Pandemic brought about an increased awareness of the inequalities that exist in our society. Many people still face complex barriers to Health, Social Care, Education and Career progression. According to research by NHS England such as Roger Kline "Snowy White Peaks" and NHS Staff Survey feedback, Black Asian and Minority Ethnic staff experience multiple difficulties in furthering their careers compared with white colleagues. This can in some cases lead to colleagues being denied opportunities to develop and increase their skill set, attend relevant leadership training, and can feel that there is little opportunity to progress due to the weathering effects of discrimination, be it overt or covert.

2. What is Positive Action?

The Equality Act 2010 allows service providers to take action that may involve treating one group more favourably where this is a proportionate way to help members of that group overcome a disadvantage or participate more fully. Or to meet needs they have that are different from the population as a whole.

Under the provisions of positive action, organisations may lawfully take measures to meet special needs or to train, develop or encourage people from a racial group that is under-represented in particular types of work – for example, senior leadership positions in the NHS.

3. Is Positive Action the same as Positive Discrimination?

Positive action is separate and distinct from positive discrimination, the preferential treatment of a particular group at the point of selection, which is illegal in this country. The Elevate Leadership Programme seeks to provide a leadership experience that can assist participants to effectively and sustainably develop their leadership ability and not address the specific challenges that Black Asian and Minority Ethnic leaders face. The programme is not just about the development of individuals; it is an initiative designed to influence the development of more inclusive cultures in the NHS as a whole.

4. Why is it only Band 4 and above?

The Programme is open to all colleagues from minority ethnic backgrounds typically members of staff who are currently in non-managerial roles (e.g., across AfC B4-6 or Medical & Dental SAS and Juniors)

To fully benefit from the course, applicants will need to have some leadership experience or a desire to move upwards towards a higher level. They will need some understanding of working at responsibility level of band 4 or equivalent. However, exceptions will be considered on a case-by-case basis.

5. How is it different to other leadership courses?

The Elevate Leadership course is a positive action leadership development programme for Black, Asian and minority ethnic colleagues in bands 4 (and above) roles.

The programme aims to create greater levels of sustainable inclusion within the NHS in Cheshire and surrounding areas by addressing the social, organisational, and psychological barriers which may have restricted colleagues from progressing within the NHS by:

- Emphasising the importance of a diverse workforce and create leaders who can educate the health and care system about the effect this is having on frontline patient care
- Recognising the potential of Black Asian and Minority Ethnic leaders and demonstrating the range and benefits of diverse talent within this community.
- Highlighting the importance of having minority ethnic leaders as role models to help inspire others to progress into more senior roles
- Developing senior leaders who will lead effectively, creating and embedding organisational inclusive cultures

- Working on changing the racial dynamics of an organisation to create a deeper level of understanding to help change take place



6. How do I apply?

Applications are made via application form and the option to record a two-minute video*, to apply [click here](#).

7. Do I have to attend all 3 days?

Yes. It is essential that you can attend all 3 days to complete the course. Places will only be given to people who commit to undertake the full 3 days.

8. What's the out of classroom learning time?

Three days classroom plus time to undertake preparation work.

9. Will attendance result in my getting a leadership role?

No. Attendance does not guarantee a future leadership role, but it does ensure that you get opportunity to develop as a leader that will enhance future job prospects

10. What can I expect to achieve by the end of the course?

You can expect to better understand your own leadership style, how your experience can benefit you now, how to move forward in your aspirations.

11. How does this differ from other specific NHS Leadership Courses designed to support colleagues from minority ethnic communities? e.g., Ready Now, Stepping Up?

This course has been localised to open up the opportunity for more colleagues to benefit than that are normally available through national provision. Whilst it contains some elements of the above courses, it also incorporates local knowledge, promotes networking, and enables ongoing resources and support.

12. How many places overall are available?

Twelve per cohort



13. Is there a cost?

The course is fully funded so it is free to attend. Given the limited availability in each cohort, it is vitally important that none of these places go to waste. If anyone's circumstances change and they can no longer attend they must contact learninganddevelopmentdepartment@liverpoolft.nhs.uk as soon as possible.

The Course is fully funded by Education England and Cheshire and Merseyside People Board.

The only costs to be picked up by the individual delegate will be any travel expenses to and from the selected venues but these can be claimed back through the normal expense claim system in operation at each participating Trust.

14. How many cohorts will there be?

The initial funding available supports 2 Cohorts which is split into **Cohort 1**: Liverpool University Hospitals & Countess of Chester and **Cohort 2**: Mid Cheshire & East Cheshire NHS Trust. Both Cohorts will take place in September 2023 and October 2023.

15. Who can I contact should I have any questions about the programme?

You can contact our team by emailing learninganddevelopmentdepartment@liverpoolft.nhs.uk should you have any questions, and a member of the team will get back to you.