



**H.O.P.E Leadership programme for staff from Black and Racially Minoritised communities working within the Violence Against Women and Girls Sector (VAWG)**

**Friday 17<sup>th</sup> November 2023 to 16<sup>th</sup> February 2024**

This 12-week leadership programme is for Black and Racially Minoritised staff working within the Violence Against Women and Girls Sector (VAWG).

Delivered using a hybrid approach (3 sessions in the room and 9 sessions on Zoom) H.O.P.E Training & Consultancy have developed a professional 36-hour Leadership programme. This programme includes 3 coaching sessions.

**Aim of programme:**

Based on research with Black and Racially Minoritised staff, this programme has been designed to support staff quickly build in-demand skills and knowledge to help them increase their confidence within leadership, acknowledge the existing skills they hold and take back effective practice into their organisations.

By the end of this programme, participants should be able to:

- Define how psychology can optimise the workplace, from supporting employee well-being to improving employee motivation, job satisfaction, and organisational efficiency
- Give examples of leadership models and be able to recognise both effective and poor leadership
- Explain racism in the workplace, including microaggressions and racial gaslighting
- Understand racial injustice, equitable positioning and cultural competency
- Determine their personality type and develop effective skills to improve resilience
- Demonstrate effective listening, communication, and influencing skills
- Commit to professional excellence and personal wellbeing
- Reflect and develop an action plan for continued growth and development

**Criteria to apply to attend the Leadership Programme:**

1. Working within an organisation or agency addressing the Violence Against Women and Girls (VAWG) agenda (e.g., domestic abuse services (survivor and/or perpetrator), sexual violence services, Housing, Police, Probation, Youth work, social care, NHS, other charities & “by and for” services where there is a focus on addressing and/or supporting VAWG (this includes work with male victim-survivors and from LGBT+ communities)
2. This programme is specifically designed for those who identify from a Black or Racially Minoritised community



3. Motivated to learn about leadership systems, models and how to move ahead within your organisation or beyond
4. Have been within the organisation for over 3-6 months and completed any probation period as required
5. Can commit to 12 weeks of learning (sessions starting on Friday, 17<sup>th</sup> November 2023, till 16<sup>th</sup> February 2024, excluding Christmas and new year period)
6. Participants can commit to attending 3 separate coaching sessions as part of this programme
7. Can feedback to an independent evaluator about your experiences on this leadership programme

**Payment**

If you are applying as part of a “by and for” organisation (organisations that are designed and delivered by and for people who are minoritised (including race, disability, sexual orientation, transgender identity, religion or age) and require help with the costs of the programme please contact Meena Kumari at [admin@hopetraining.co.uk](mailto:admin@hopetraining.co.uk) to discuss eligibility for bursary options.

**Fees**

- VAWG services, including Housing associations and local authorities delivering VAWG services £2100 (inclusive of VAT)
- Smaller “by and for” services and charities £1800 (inclusive of VAT)

**Payment**

- All payments need to be made 6 weeks prior to the programme starting (no refunds will be issued after this), and we also do not accept payment plans.

**Programme Overview**

Week	Date	Method of Delivery	Subject	Time
1	Friday 17 <sup>th</sup> November 2023	In the room	Welcome and getting to know you	9:30-1 pm
2	Friday 25 <sup>th</sup> November 2023	Online	Psychology of Leadership and Leadership models	9:30-1 pm
3	Friday 1 <sup>st</sup> December 2023	Online	Racism in the workplace	9:30-1 pm
4	Friday 8 <sup>th</sup> December 2023	Online	Racial Trauma and its impact on Staff	9:30-1 pm
5	Friday 15 <sup>th</sup> December 2023 (last session before Christmas and new year break)	In the room	Emotional Intelligence and Resilience	9:30-1 pm



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6	Friday 5 <sup>th</sup> January 2024	Online	Equitable positioning/ funding and cultural competency	9:30 -1 pm
7	Friday 12 <sup>th</sup> January 2024	Online	Effective communication with peers, managers and others	9:30-1 pm
8	Friday 19 <sup>th</sup> January 2024	Online	Having a difficult conversation	9:30-1 pm
9	Friday 26 <sup>th</sup> January 2024	Online	Mental Well-being Burnout: Signs, Impact, Prevention	9:30-1 pm
10	Friday 2 <sup>nd</sup> February 2024	Online	Using your voice in project work, getting your information across, and using an elevator pitch	9:30-1 pm
11	Friday 9 <sup>th</sup> February 2024	Online	Goal Setting, action planning, going forward, Reflections	9:30-1 pm
12	Friday 16 <sup>th</sup> February 2024	In the room	Showcase event for all learners	9:30-1 pm