

BREAKING DIVERSITY BARRIERS DEVELOPMENT PROGRAMME

FOR STAFF FROM UNDER-REPRESENTED GROUPS IN BAND 7-8B ROLES

OVERVIEW

This development programme aims to empower finance staff from under-represented groups (i.e., those with diverse ethnic, gender, disability, and LGBTQ+ Protected Characteristics) by giving them the skills to overcome the barriers that they face in their working lives. These barriers, which were identified during our research, including the safehouse discussions and the One NHS Finance engagement campaign, frequently prevent such people in Band 7-8b roles from progressing into Band 8b+ roles. After completion of this programme, candidates should feel confident to step-up into more senior positions and to apply to our other existing senior talent management programmes.

Provisional programme

(please note this is subject to change due to availability of facilitators and speakers)

Pre-course homework

Find a photo, object, or pull together a story to share with the group on Day 1 as part of the 'getting to know you' icebreaker. Whatever you share should relate to who you are, and it should represent your identity / personality / interests etc.

Day One

09.30 Registration and refreshments

10.00 Welcome and introduction to programme

Edward John, Director of Operational Finance, Frimley Health NHS Foundation Trust

- Who is here and why?
- Outline of the programme

10.15 Open-house discussion

Edward John, Director of Operational Finance, Frimley Health NHS Foundation Trust

- Getting to know the group – ice breaker (*pre-course homework*)
- Identify current barriers you are facing in your role
- Group discussion to share ideas and personal experiences of overcoming barriers

11.30 Refreshment break

11.50 Building confidence and resilience – positive role models Q&A

Caroline Owusu-Bennoah, Deputy Chief Executive & Chief Financial Officer, Royal National Orthopaedic Hospital

In this discussion-led session, delegates will hear from our positive role models who will share their career stories to date, including their personal experiences on how they have built confidence to speak up and have had the resilience to bounce-back after having faced barriers during their career. Delegates are encouraged to ask open and honest questions and will hear real-life experiences shared from our guest speakers.

12.50 Lunch

13.30 Facilitated group coaching sessions

Nick Myles, Different Duck

- Understanding barriers / challenges
- Limiting assumptions
- Planning for progression

15.00 Comfort break

15.15 Facilitated coaching session (*continued*)

Nick Myles, Different Duck

16.10 Round up of Day 1, and closing group exercise

16.30 Close

Homework for Day 2

Using the outputs from the facilitated coaching sessions on Day 1, start to embed these into actions during your time at work until attending day 2 – reflecting on any changes you notice and recording any improvements since starting this course. Bring your reflections / recordings to Day 2 to share with the group during the opening session discussions. If you would like to please keep a self-reflection journal, and Nick will email some questions to you each week.

Day Two

09.30 Registration and refreshments

10.00 Welcome to Day 2

Edward John, Director of Operational Finance, Frimley Health NHS FT

- Intro to day 2
- Group sharing - reflections and improvements since Day 1 (homework)

10:45 Break

11.00 Connecting with your 'authentic self'

Facilitated by Vida Carmel - a behavioural change coach with over 8 years' experience helping people think differently to transform their lives. Having run rehabilitation programmes in prisons across the UK, as well as delivering an award-winning wellbeing and engagement programme for LEON restaurants, Vida provides people with simple tools for transformation.

By the end of the training session, you will have discovered new and practical tools that you will be able to use immediately to reframe your experience and change your state so that you can connect with your authentic self and confidently communicate with the world.

- Power of positive thinking - an exercise that will show you how to recall your strengths and achievements and how this directly impacts your state and ability to create positive outcomes for the future (personal and professional)
- Connecting with your authentic self - how to connect with what is most important to you and how this clarity will motivate and engage you to take positive action.
- How to access a confident state - to enable you to communicate with confidence.

12:30 Lunch

13.30 Challenging discrimination / perceived inequalities – role play

Facilitated by Vida Carmel

How to reframe your experience - a framework that will show you how to pay attention to how you are experiencing the world and give yourself choice and agency to respond differently.

How to have effective conversations - this practical 'role play' exercise that will give people the necessary skills to respond to challenging situations and perceived inequalities so they can choose to respond differently and create desired outcomes.

14.30 Break

14.45 Presenting your authentic self

Facilitated by Vida Carmel

How to present with confidence - a practical exercise that will show you how to present with passion, power, and influence. You will learn how to use your voice, your body and your language to build your confidence, captivate your audience and deliver your message with impact.

Presenting your authentic self - integrating everything you have learnt today you will present your strengths and authentic self to the group, in a state of confidence and with the skills necessary to engage and influence your audience.

16:00 Reflections and round-up of Day 2

16.30 Close

Homework for Day 3

Using the strengths, you identified during today's self-selling session, draft your own supporting statement for job applications. Suggestion to run through this with a Sponsor / mentor ahead of Day 3. Bring the statement with you on Day 3 to share with the group.

Day Three

09.30 Registration and refreshments

10.00 Welcome, and presentation of supporting statements

Edward John, Director of Operational Finance, Frimley Health NHS FT

- Intro to day 2
- Table discussion on supporting statements (homework) – sharing and group feedback.
 - What have you done / changed since Days 1 and 2?
 - What have I learned about me?
 - What will I work on to develop myself and grasp opportunities when they arise?

11.15 Exploring bias and unconscious bias – group exercise

Edward John, Director of Operational Finance, Frimley Health NHS FT

11.40 Refreshment break

11.55 Reflections on bias – group discussion

Edward John, Director of Operational Finance, Frimley Health NHS FT and Grace Lovelady, Programme Manager, One NHS Finance

12.10 Recap of day 2

Vida Carmel, behavioural change coach

A video session, running through all the techniques given to help with presentations on day 2

12.30 Lunch

13.10 Key interview tips

Edward John, Director of Operational Finance, Frimley Health NHS Foundation Trust

13:20 Key interview tips (continued)

Edward John, Director of Operational Finance, Frimley Health NHS Foundation Trust
Acting session

15.00 Comfort break

15.15 Group reflections on programme and progress

Edward John, Director of Operational Finance, Frimley Health NHS Foundation Trust

- Opportunity for delegates to feedback on programme
- What are your 'take-aways'?
- What next?

16.15 Programme close