



STEPPING UP Diversity Leadership Programme

Changing the Diversity Leadership Landscape across the region



VIDEO – SETTING THE SCENE

PARTNER CO-CREATION

Embracing Diversity and Leadership in Bristol



<https://www.youtube.com/watch?v=pv4L9w8Xomk>

CITY ROLE MODELS



Marvin Rees, Mayor of Bristol



**Cllr Asher Craig, Deputy Mayor
(Communities, Equalities & Public Health)**

Why Stepping Up Should WIN!

Blended
learning

Ecosystem

Metrics

STEPPING

UP

TRANSITION TO VIRTUAL IN 3 WEEKS! Responding to Covid19 restrictions



STEPPING UP

SOUTHWEST MENTORING AWARDS 2019



PPMA Excellence in People Management Awards 2019

BRISTOL DIVERSITY AWARDS 2019

Subscribe to our Newsletter for latest news.

What's your e-mail?

Subscribe

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.

Stepping Up is already recognised by Bristol's best organisations!

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, Burgess Salmon, Business in the Community, Centre for Mentoring and Coaching, Channel 4, Colston Hall, Deloitte LLP, EDF, Environment Agency, First Bus, GENeco Wessox Water, Gloucester City Council, Golden Key, Green Capital Partnerships, Gregg Latham Ltd, Happy City, Hargreaves Lansdown, Imperial Leisure, JPMAC, NBS Leadership Academy, MAG Consulting, MOD, NIBHE, The Old Vic, Opus Talent Solutions, Oracle, Osborne Clarke, Pimsoft Productions, Public Service at Heart, RBS/NatWest, RFLA, Scheracher Institute, Sea Salt Learning, Second Step, TNT, Ujima Radio, University of Bristol, University of the West of England, WECA, West of England Local Enterprise... and more!



Module 3: Mentoring and Career Management

Taking action on your career with your mentor
Duration: 120min

Continue Learning

01

Introduction

✓ Overview

✓ How to make the best of your e-learning experience

✓ How to make the most of your career with your mentor

✓ Self-Assessment Questionnaire

✓ Career Development Capability Self

✓ Self-Assessment Questionnaire

✓ Self-Assessment Questionnaire

03 Section 2 (part 1): Preparing Your CV

✓ To start with...

✓ Understand what employers want (and try to avoid)

✓ Prepare your CV

✓ Prepare your CV

✓ Prepare your CV

03 Section 2 (part 2): Preparing Your CV

✓ Prepare your CV

✓ Prepare your CV

✓ Prepare your CV



Bristol City Council - Diversity champion

Demographics

c. 200 Diverse Leaders

Cohort 1 2018/2019

- **Gender** Female – 63%
Male - 37%
- **Ethnicity** BME – 100%
- **Age range** – 23-56 years

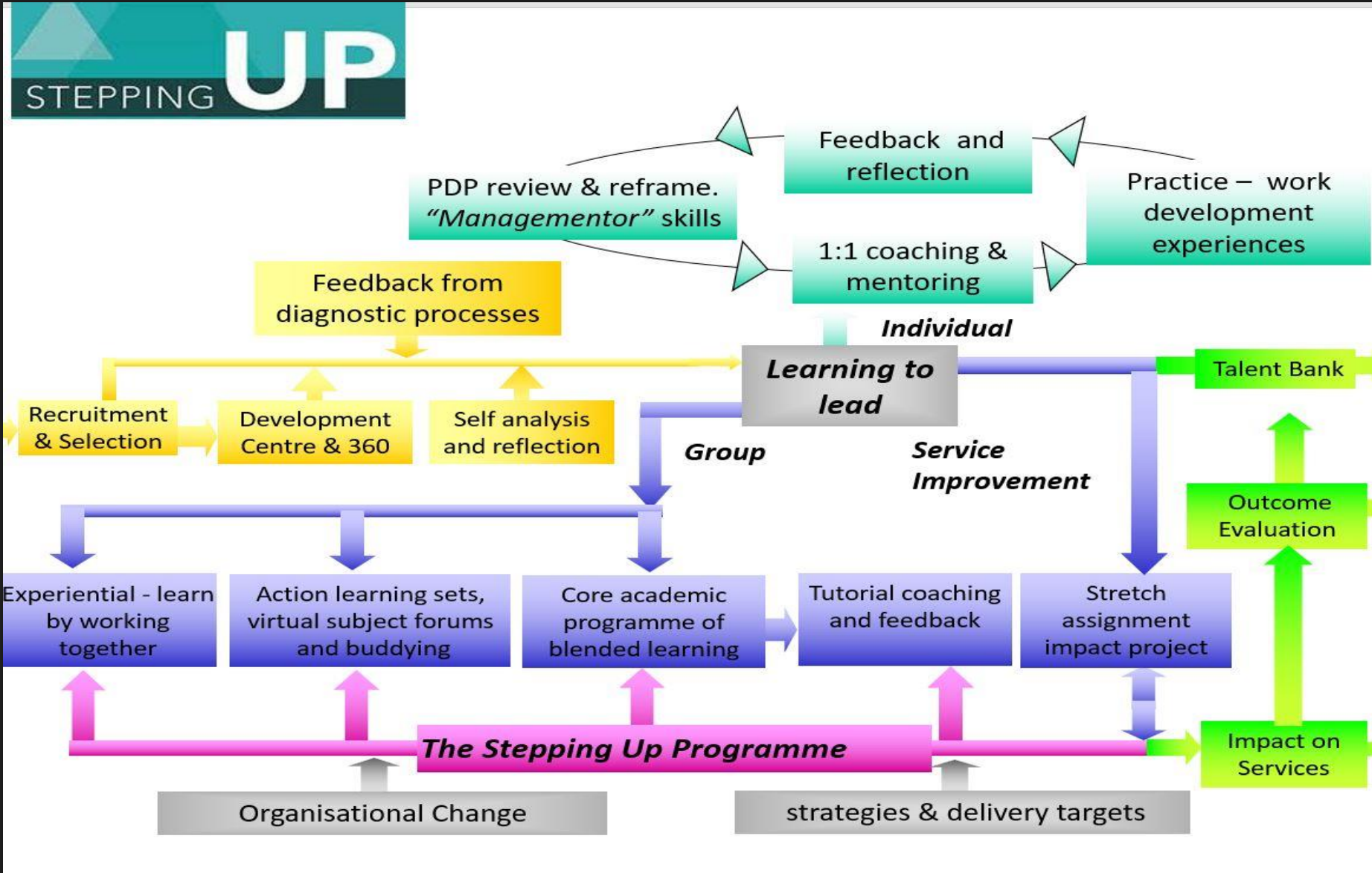
Cohort 2 2019/2020

- **Gender** Female – 67%
Male -33%
- **Ethnicity** BME – 65%
White British -26% Other
white background -9%
- **Disability** Yes – 22%
Disability No -72%
Prefer not to say – 6%
- **Sexual orientation** –
Heterosexual -91%
- **LGB** – 6% prefer not
say - 3% Transgender –
0%

Cohort 3 2020/2021

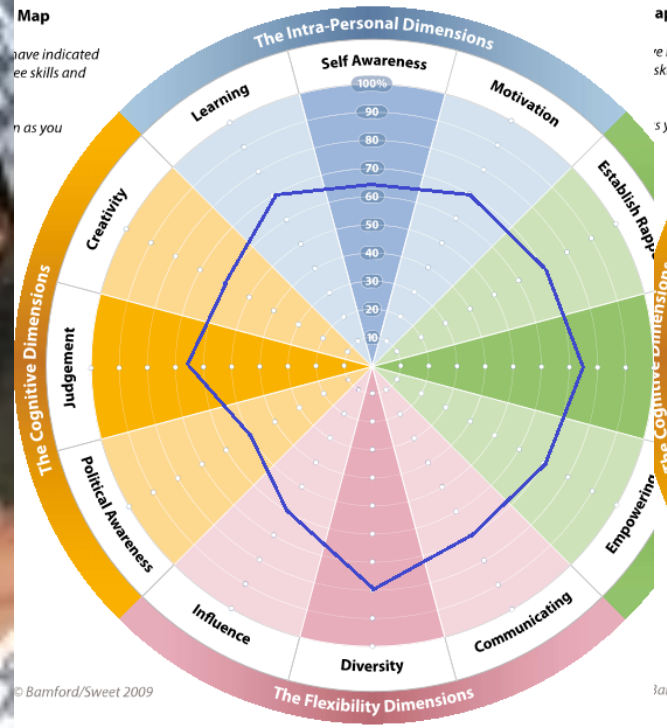
- **Gender** Female – 75% Male -25%
- **Ethnicity** BME – 81% White British -
19% Other white background -9%
- **Disability** Yes – 5% Disability No -
93% Prefer not to say – 2%
- **Sexual orientation** – Heterosexual -
96%
- **LGB** – 4% Transgender – 0%

Blue Print for Success





Map
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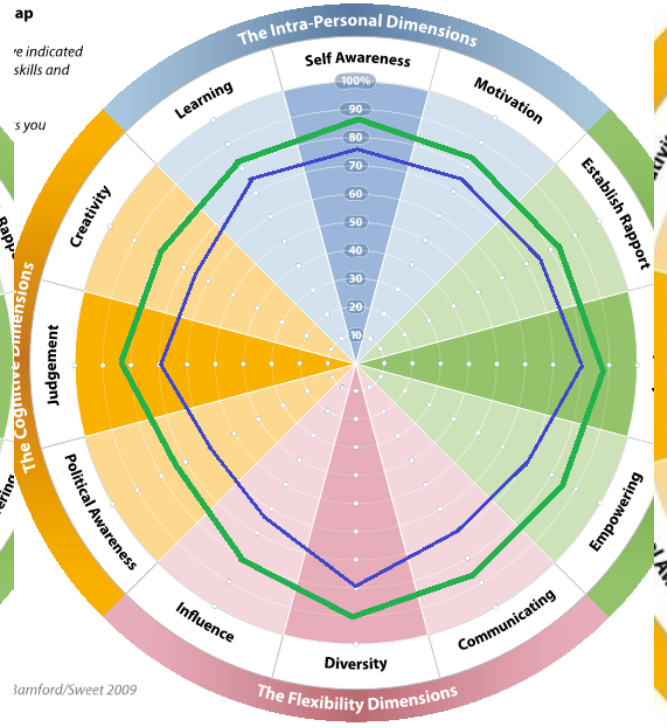


© Bamford/Sweet 2009

e-Mentoring

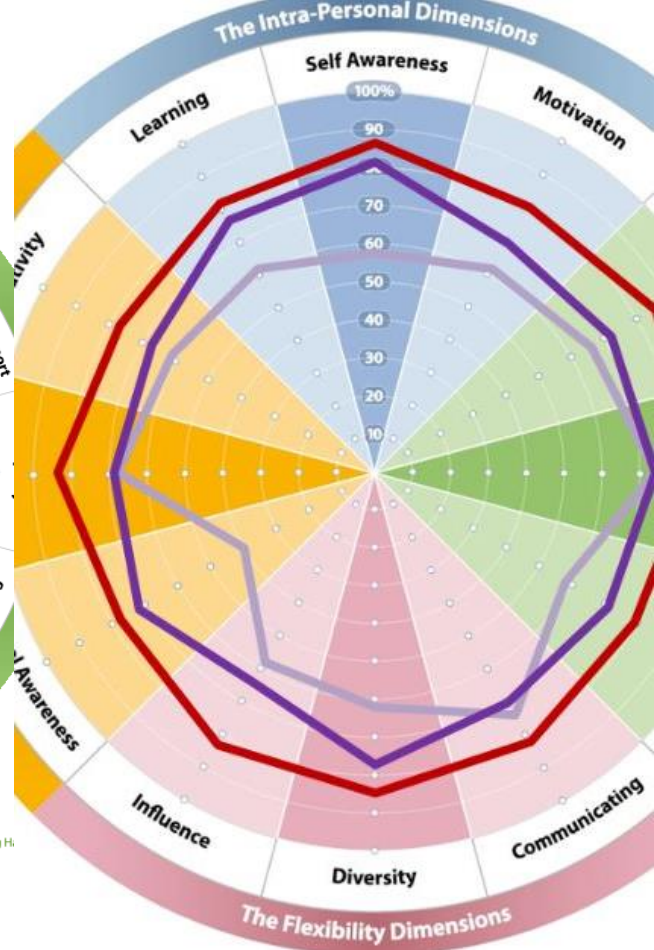
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© Bamford/Sweet 2009

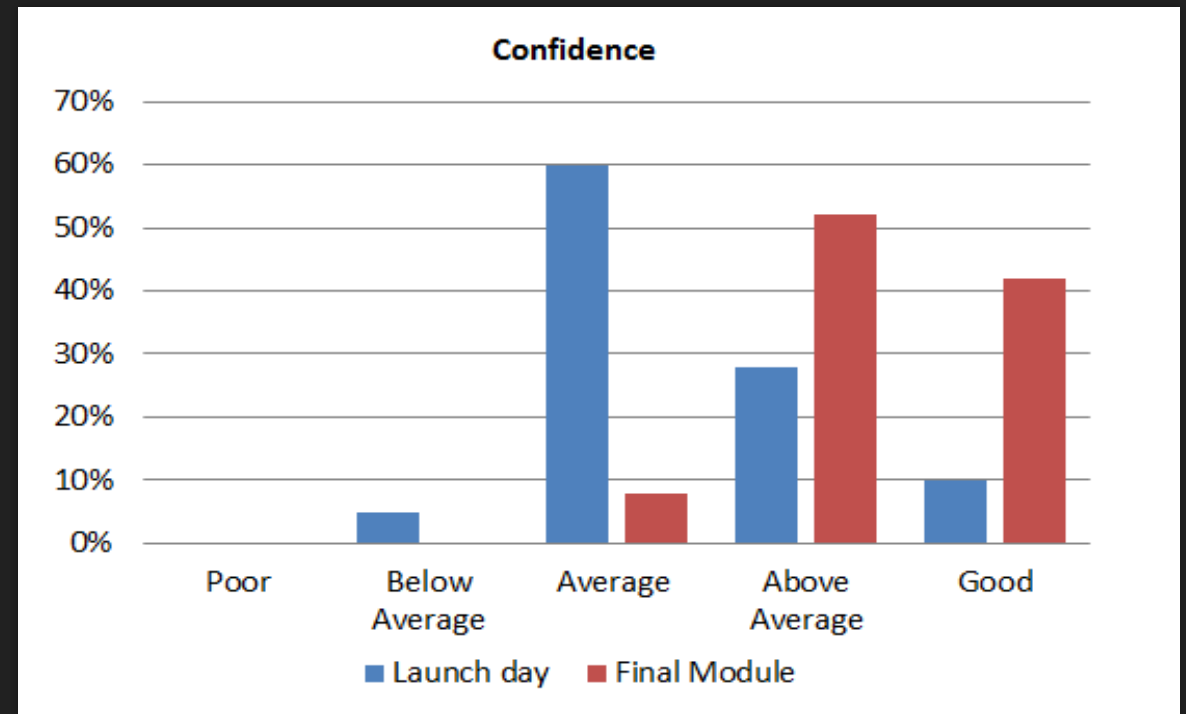
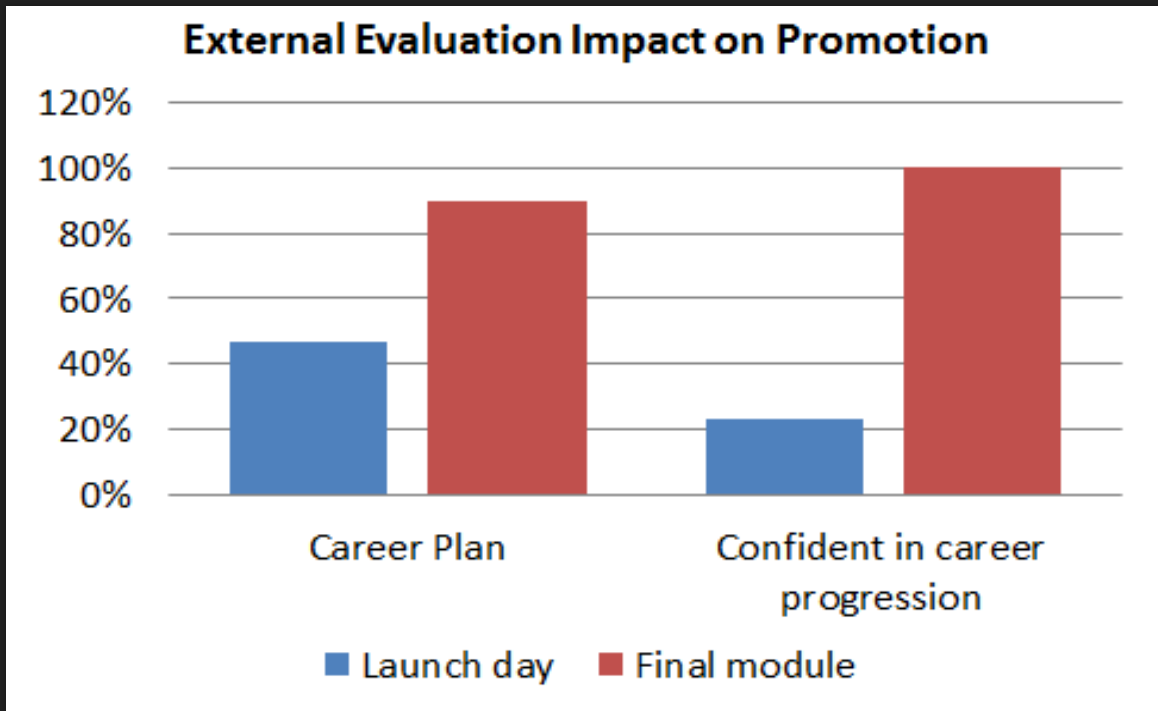
e-Mentoring Hi



MENTORING METRICS LEADERSHIP PERFORMANCE IMPROVEMENT COHORT 1 2

&3

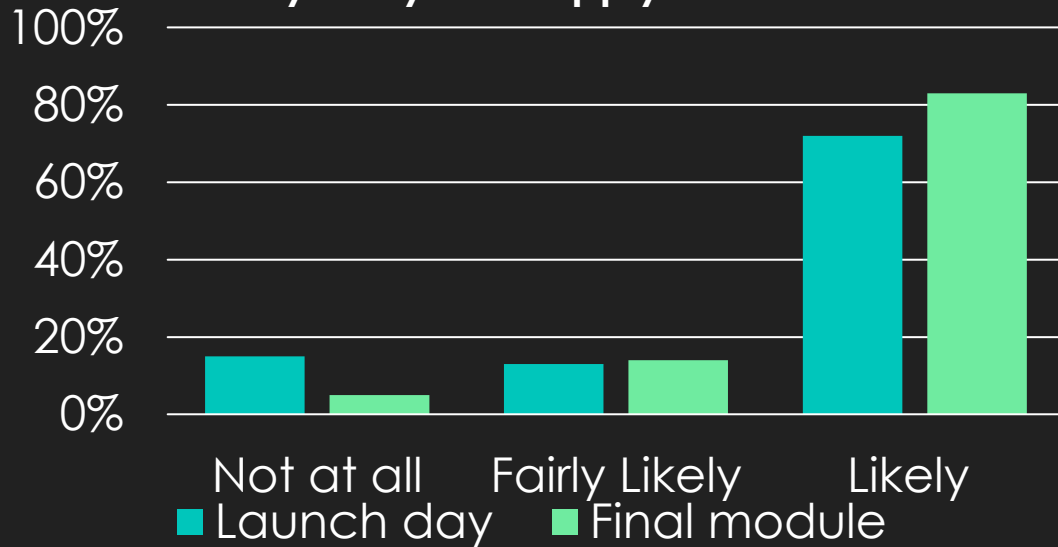
CONFIDENCE IMPROVEMENT COHORT 1



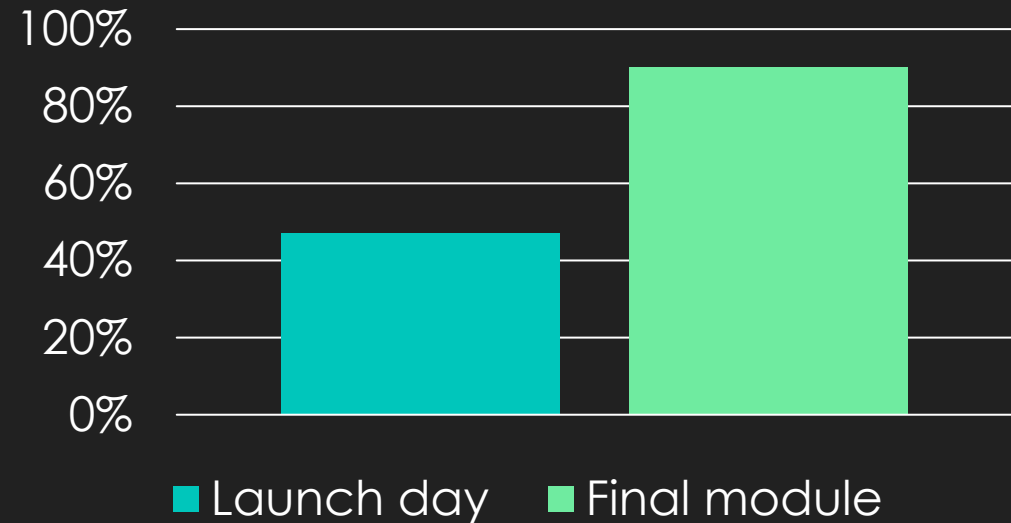
Currently 65% have secured career movement 13%
NED/Trustee Role 1% Secured Magistrate/Local
Councillor

CONFIDENCE, IMPROVEMENT AND CAREER PLAN – COHORT 2

If a promotion became available in your workplace in the next 12 months how likely are you to apply for it



Career Plan Move





Stepping Up spin off Horumar Somali Women - Visit by Disparity Unit Cabinet Office "No other programme in Uk like Horumar"

**50 MORE BOARDS AND
THE JUDICIARY ARE
NOW MORE DIVERSE!**



**Bristol BAME leadership scheme changed
Sikh man's life**



OVERCOMING BARRIERS

- Internal Talent Management
- Covid-19
- Legal
- Employer engagement
- Middle management
- Cultural awareness



ECOSYSTEM - 100 Employers in kind support £165,00 p.a

Avon and Wiltshire 
Mental Health Partnership NHS Trust




North Bristol
NHS Trust

AIRBUS

Burges
Salmon



Ministry
of Defence



**GOLDEN
KEY**

ARUP



Sirona
care & health

**BRISTOL
ONE CITY**


South Gloucestershire
Council

 **AVON &
SOMERSET
POLICE & CRIME
COMMISSIONER**

 **WEST OF
ENGLAND**
Combined Authority

 **ERNST & YOUNG**



**UWE
Bristol** | University
of the
West of
England

Voscur

**BRISTOL
energy**


Bristol, North Somerset
and South Gloucestershire
Clinical Commissioning Group

THANK YOU AND QUESTIONS

