**Barnardo’s Emerging Leaders Programme**

**Application Form**

October 2023-April 2024

## Introduction

Our people are our most important asset. Nurturing our people is absolutely vital to achieving our core purpose. Our [People and Culture Strategy](https://cms.barnardos.org.uk/sites/default/files/2022-07/People%20and%20Culture%20Strategy.pdf) for Barnardo’s sets out how we are supporting our colleagues and creating a positive, inclusive culture where everyone can thrive.

The Learning and Development team shares responsibility for two of the eight areas identified in our People and Culture Strategy:

* **Learning and development:** With the world changing faster than ever before, Barnardo's is deeply committed to promoting learning and development. Investing in our people is a key foundational principle of our corporate strategy. We want colleagues to be able to access a range of opportunities to learn new skills and develop in their roles and are providing more opportunities for our managers and leaders.
* **Advancement opportunities :** We have talented colleagues across the charity who are looking for opportunities to develop their career and continue contributing to Barnardo's, whether in the same role or in a different role. We need to make those opportunities visible and provide a clear pathway for those looking to move into management and leadership. We are committed to developing colleagues with the potential to progress, and putting in place a range of pathways to support them.

## 2. The Programme

The Emerging Leaders Programme (ELP) is Barnardo’s flagship, in-house, leadership development programme, co-facilitated by the Learning and Development Team and our external partners. Over three years 84 colleagues have successfully completed the programme.

ELP is an eight-month programme aimed at supporting colleagues to learn, grow and develop into future leaders. It aims to support emerging leaders to be innovative, forward-focused, collaborative, and open to ongoing learning and committed to Barnardo’s values and behaviours.

**This ELP will also have a bespoke, three-month extension (March – May 2024) to cover modules specifically focused on challenges faced by women leaders.**

## 3. Eligibility criteria

This years’ ELP will start in October 2023 and run till May 2024 and is open for application to colleagues that:

1. Have leadership responsibilities / manage a team, and
2. Report to Assistant Directors or Heads of or equivalent

If you have leadership responsibilities but do not strictly meet the above criteria, you should make a case to us for an exception in Section 2 \* of this form

A simple application form has been designed and is attached to this programme description. A group made up of senior Barnardo’s managers will shortlist and interview applicants before inviting candidates to join the programme.

The deadline for applications is **12.00noon on Monday 4 September 2023**. Interviews will be held across September 2023.

Please send the completed application, with the ‘Line Manager Recommendation’ section filled in, to Admin ELP [admin.elp@barnardos.org.uk](mailto:admin.elp@barnardos.org.uk) by the deadline.

## 4. Programme schedule

ELP is delivered through a mix of full group Cohort Days, Coaching Circles, Leadership Learning Sets focussed on Barnardo’s key enablers, mentoring from Barnardo’s directors, self-directed learning with inputs from senior colleagues across the organisation and senior leaders from other organisations and sectors.  Three of the cohort days: in October 2023, February and April 2024 will be held in-person at Manchester, London or Birmingham. The rest of the programme days can be joined online.

The programme provides opportunities for self-reflection and personal growth supporting participants to develop their leadership skills and capabilities with the aim of increasing the diversity of leaders at senior levels.

Cohort days are spread over eight months to allow for every element of the programme to be embedded, and allows participants to pace their learning commitment alongside their work demands. The programme ends with an in-person celebration day where the participants present their findings from their action learning set groups.

All participants completing the course will receive a certificate of completion.

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## Applicant details

|  |  |
| --- | --- |
| Name |  |
| Job title |  |
| Email |  |
| Phone number |  |
| Directorate |  |
| Department |  |

## 2. Application details

**Please adhere to the word limits for each response.**

|  |
| --- |
| What does leadership mean to you? Use examples from work or any aspect of your life including from participation in community activity, in sport, in faith groups and in voluntary work. (150 words) |
|  |
| [Our values](https://inside.barnardos.org.uk/our-behaviours) are at the heart of everything we do and central to who we are. We have a set of behaviours, which describes how we put our values in action. Could you outline an example of when you have put one of our behaviours into action in the last 12 months. (i.e. Inclusive, Supportive, Positive, Accountable) (150 words) |
|  |
| The ELP will start in October 2023 and is expected to run till May 2024. Please confirm that you are committed to spending around 80 hours on learning and development over the next 8 months. |
|  |
| \* If you have leadership responsibilities but do not strictly meet the above criteria, you should make a case to us for an exception in this section (100 words) |
|  |

## 3. Line manager recommendation

|  |  |
| --- | --- |
| Manager name |  |
| Manager job title |  |
| Manager email |  |
| Manager phone number |  |
| Manager directorate |  |
| Manager department |  |
| Please describe how and why you feel the applicant will benefit from the course? (100 words) |  |

## 4. EDI monitoring data

In keeping with Barnardo’s commitment to ‘continue to increase the racial and wider diversity of our leadership and workforce’, the Learning and Development Team have made a commitment to increase representation of colleagues with protected characteristics on this programme focusing on race, gender, sexual orientation and disability. To support this, we need information on protected characteristics, and this will be held confidentially and securely.

|  |  |  |
| --- | --- | --- |
| **Protected characteristic** | **Please select/describe** | **How can we help you if you are offered a place on the programme?** |
| Do you have a disability? | Yes/No/Prefer not to say |  |
| What is your ethnic group? | Black/African/Caribbean/Black British |  |
| Asian/Asian British |  |
| White |  |
| Mixed/Multiple Ethnic Groups |  |
| Other Ethnic Group |  |
| How would you describe your gender? |  |  |
| How would you describe your sexual orientation | Heterosexual/Gay or Lesbian/Bisexual/Other/Prefer Not to Say |  |