This programme has won the following awards:
PPMA Excellence in People Management Awards 2019
South West Mentoring Awards 2019
Bristol Diversity Awards 2019
Stepping Up Diversity Leadership Experience is a groundbreaking and award-winning initiative. It has won awards for excellence in Diversity and Mentoring and sets an exemplar of a regional talent pipeline.

140 Diverse Leaders are now ready to take their place as Civic Leaders. By 2023 we aim to have 400 Diverse Leaders.

2020 Stepping Up aims to unlock potential and develop talent while ensuring a fair representation of BAME and equality groups.

“Stepping up is a groundbreaking and innovative initiative that is set to be a blueprint for the remainder of the UK. I am delighted that there has been commitment to another programme.”

Baroness Ruby MacGregor-Smith
Stepping Up

External evaluation has identified remarkable achievements.

**Stepping Up Participants:**

- Confidence increased from 37% to 93%
- Self assurance increased from 32% to 70%
- Influence increased from 32% to 70%
- Organizational Politics increased from 23% to 62%
- Career Plan increased from 47% to 90%
- 60% achieved Career Movement

Prof Christine Bamford, Programme Director for Stepping Up, has paid tribute to Bristol City Council for championing this ambitious and innovative programme. She has also expressed her gratitude to all 50 employers who pledged support and actively participated in the delivery of the programme, through mentorship, venues, stretch assignments, speakers and wider development opportunities.

Stepping Up is on track to deliver the challenge that by 2023, 400 Diverse Leaders will take their place at all levels of leadership within the region.

Employers across the region have championed and supported Stepping Up by:

- Searching for internal talent
- Releasing and supporting participants
- Committing to embed diversity at all levels
- Promoting career opportunities
- Providing Project / Assignment
- Providing venues
- Contributing to modules
- Mentoring

Employers play a vital role in the co-production, evaluation and delivery of the Stepping Up diversity leadership experience.
Cllr. Asher Craig, Deputy Mayor, and myself are committed to changing the diversity landscape of Bristol. We want to embed diversity in its widest form into the DNA of the region.

Prof Christine Bamford, Programme Director and architect of Stepping Up

Everyone is different - that’s what actually makes you special and stand out.

Ray Berg, Managing Partner, Osborne Clarke

We are delighted to support Stepping Up in any way we can.

Robert Halton, Chair, Stepping Up Governance Board

The NHS is proud to be a key partner in Stepping Up.

Michelle Romaine, Chair of WBHT

We are committed to inclusion and are proud to support Stepping Up’s commitment to develop talented leaders, unlock potential and change the diversity of leadership across Bristol.

Andy Marsh, Chief Constable of Avon and Somerset Police

Diversity: the thread that holds us together
BAME & Equality Groups – Level 2 is part of an integrated talent pipeline.

Stepping Up will provide 27 days of development interventions for participants:

- Leadership development programme (12 days)
- External mentoring (8 hours)
- Project assignment (6 days)
- Action Learning Sets (6 days)
- ILM/MBA option post programme via levy
- Mentoring/Career Workshops (2 days).

Fig 3: Stepping Up - Programme Outline
Recruitment

The application process will open on the Monday 2 December 2019 and close on Friday 24 January 2020. **No applications can be accepted beyond this date.**

Please visit the Bristol City Council job page at [https://jobs.bristol.gov.uk/home.html](https://jobs.bristol.gov.uk/home.html).

Interviews will take place the week commencing Monday 24 February 2020.

The Introduction to Leadership will commence on **Wednesday 18 March 2020** in the Conference Hall at City Hall from 10:00am to 4:30pm.

On **Thursday 19 March 2020** Action Learning Sets commence.


Or e-mail SteppingUp@Bristol.gov.uk

The cost of the programme is £2,500 per participant. Busaries will be available for not-for-profit organisations, or for participants who are self-employed, or self-funding.
“The leadership modules exceeded my expectations. It’s inspiring to be a part of this community of leaders stepping up!”

Felix

“Leading the development of Horumar Somali Women has increased my skill set and enhanced my creativity and vision to make a positive contribution to my local communities and beyond.”

Zahra

“I wanted to be a role model for disabled, Stepping Up has made this happen.”

Barry

“My mentor has supported my public speaking.”

Moestak

“It challenged and stretched my thinking and gave depth to workplace projects.”

Adam

“It has harnessed my leadership skills by providing me with opportunities to mentor other women.”

Abimbola

“My Stretch Assignment allowed me to foster my passion for diversity in education.”

Sherif

“I got my promotion - all down to Stepping Up.”

Richard

“Learning from my peers has enhanced my everyday work.”

Sally

Diversity: the thread that holds us together
Bristol City Council would like to thank key sponsors WECA and LEP and Employer Consortium members for their support for Stepping Up.


Programme Delivery Team

Prof. Christine Bamford, Programme Director
Cherene Whitfield, Helen Sinclair-Ross, Victoria Aubrey-Rees and Katie Mcininch (Bristol City Council)

Appreciation and thanks to speakers:

Caroline Field, ARUP
Dr Pat Oakley
Ray Berg, Osborne Clarke
Wendy Murphy, Centre for Mentoring
Alan Winfield, UWE
Susan Partridge, Airbus
Melanie Robinson, MOD
Robin Hambleton, UWE

Matt Grass, Foxrock Film Production
Jan McKenley, Public Services at Heart
Louise Sunderland, KPMG
Beris Gwynne, INCITARE
Angus Fisher, RFLA
Julian Stodd, Sea Salt Learning
Women’s Coin