

NHS Leadership Academy Stepping Up programme and Skills for Care Moving Up programme collaboration

In 2016 it was found nearly 20% of the 1.3 million people that work in the NHS are from black, Asian and minority ethnic (BAME) backgrounds. Yet [The Snowy White Peaks](#) report, published in 2014 found that that only 1 in 40 chairs and no CEOs in London were from a BAME background. It highlighted that in London, a city where 40% of workforce and patients are BAME, 17 out of 40 Trusts had all-white boards.

In adult social care the numbers aren't much better - black, Asian and minority ethnic (BAME) workers make up 21% of the workforce, yet according to data from the National Minimum Data Set for Social Care (NMDS-SC), just 17% of senior managerial roles in social care are filled by leaders from a BAME background. The figure for registered managers is even lower, with only 14% in this pivotal role coming from a BAME background.

The NHS Leadership Academy currently run two positive action programmes for BAME colleagues in healthcare, '[Ready Now](#)' and '[Stepping Up](#)' aimed at empowering participants to drive forward the inclusion agenda and develop their skills and abilities in order to grow, progress and influence.

As the UK population becomes more diverse and the needs of members of our communities more complex, developing a pool of talented leaders that reflect our society is vital for health and adult social care sectors.

For the second year running the NHS Leadership Academy will be teaming up with [Skills For Care](#), and bringing together participants from 'Stepping Up' and '[Moving Up](#)' (Skills For Care's own positive action programme).

The collaboration is a unique opportunity for black, Asian and minority ethnic leaders and aspiring leaders to come together to share their own experiences, further develop their own leadership skills and foster networks of support and collaboration with others who understand the challenges.

The NHS Leadership Academy has long been aware of inequalities in health and care and is continually striving for greater inclusion. Days like these enable our participants to work with staff from across the Health and Social Care landscape to develop the knowledge, experience and skills to help create an inclusive culture and influence change across wider healthcare.

"It's time for a paradigm shift to take place on inclusion; we want to move beyond quantitative responses and empower leaders to make different collective and individual choices in their leadership practice than they have in the past." - Tracie Jolliff, National Director of Inclusion at the NHS Leadership Academy

For more information on the Stepping Up programme, visit <https://www.leadershipacademy.nhs.uk/programmes/the-stepping-up-programme/>