

# Nye Bevan Programme

**ICB Nominated - Applicant Guide**

Intake 12 – Cohort 41 and 42

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# Introduction

**The Nye Bevan programme, Intake 12, has been specifically designed to develop registered clinical senior leaders in primary care. The programme has a track record of accelerating the career progression of individuals into senior leadership roles, helping them perform more effectively and supporting system leaders to meet operational challenges today and enable change for tomorrow. It supports senior leaders to move beyond leadership within their area of professional expertise, preparing them for senior, system-wide roles, leading meaningful change and improving outcomes for local communities.**

Designed with national and international experts in health and organisational performance, the programme offers support and learning to build personal resilience, confidence and capabilities over 12 months. Successful completion of the programme leads to an NHS Leadership Academy Award in Executive Healthcare Leadership. The Nye Bevan programme has developed over 2,000 senior leaders, with nearly 50% of recent graduates reporting being in a more senior role, which 90% directly attribute to the programme.

Built around self-managed learning and peer assessment, participants will need to include others as active contributors in their learning and demonstrate how behaviours develop and change positively over the period of the programme. Participants will need to work across systems, forming alliances and collaborating across boundaries. Participants will need to demonstrate their knowledge and practice of how structures, systems and behaviours contribute to equity and inequities for NHS/healthcare patients and staff and you will also need to understand your own biases, blind spots and beliefs and be able to understand power dynamics and how you use your own personal power.

**“Investing in primary care leadership is essential for system-wide improvement. This programme develops those aspiring to the senior roles to build the skills, network and confidence to lead beyond organisational boundaries, delivering tangible benefits for their organisations and improved outcomes for patients and communities.”**

Deepy Turner-Kang  
Deputy Director for Board Development & Careers  
NHS England

# Programme Benefits

As a participant on the programme, you will:

- Develop the skills, knowledge, attitudes and behaviours to succeed and operate successfully at senior/neighbourhood leadership level.
- Learn how to move beyond leadership within your area of professional expertise, into leadership roles that span organisational boundaries.
- Be part of a programme with a world-class expert faculty of global business leaders and educationalists, using state-of-the-art online learning technologies to help prepare for the challenges of leading meaningful change and improving outcomes for local communities.
- Tackle real, day-to-day leadership challenges, reflecting what is needed at neighbourhood leadership level to promote safe, high-performing and continuously improving care.
- Build your personal resilience, confidence, influence, and capabilities to prepare for the challenges and demands of senior leadership roles and system leadership.
- Focus on your behaviours and challenges to improve organisational outcomes and patient care.
- Enhance your ability to influence local and national policies.
- Become critically aware of your personal approach to leadership – biases, blind spots, attitude to diversity – and how to continue to develop your leadership after the programme.
- Build a powerful, regional and national support network of like-minded, influential leaders.
- Work more strategically with greater collaboration across organisations and systems of care.
- Make immediate, positive changes in your health and care organisations to provide better services, increase patient outcomes and experiences, improve staff engagement and morale.
- Improve your personal impact to help drive progress to build and lead a culture of inclusive, patient-centred, compassionate care.
- Graduate with the highly sought after NHS Leadership Academy Award in Executive Healthcare Leadership, evidencing clear improvement of inclusive and compassionate leadership skills and behaviours as well as improving career prospects and helping to accelerate individuals into senior leadership roles.

# Who is the programme for?

**It's for you if you are:**

A registered clinical healthcare professional working in primary care who is currently operating in a senior leadership role and who has the potential and aspiration to progress into senior clinical, system or board-level leadership roles.

- Aspiring to move into a more senior leadership role
- Ready and committed to further developing your skills, knowledge, attitudes and behaviours through a demanding leadership development programme with peer assessment
- Motivated by the opportunity to apply your new leadership approach directly to your organisations

# Programme Overview

**The Nye Bevan programme is 12 months long and you'll be working for at least 15 hours a week.**

The Nye Bevan programme offers blended learning across action learning sets, residential workshops, online and work based learning; requiring dedicated time and focus. Based on the principles of self-managed learning, it's designed to mirror some of the challenges of working at senior leadership level and requires you to take responsibility and accountability for the areas you choose to focus on.

To pass the Nye Bevan programme, you'll have to demonstrate your readiness to make the principles of the NHS Constitution a reality for patients, carers and staff. This means evidencing that you are ready to lead in a system and take action that actively promotes equality – that your actions, behaviour and decisions are congruent with the notion that leadership in the NHS, especially at senior levels, means patient care, staff engagement and taking responsibility for developing and engaging a diverse workforce.

The programme is fully accredited, leading to an NHS Leadership Academy Award in Executive Healthcare Leadership.

# Programme Dates

We will be recruiting for Cohorts 41 and 42 to begin in September 2026, (although please note that some pre-work will be required before the first workshop).

Participants are required to commit at least 15 hours a week to the programme, with 18 out of office days being required for face-to-face/virtual meetings during the one-year period. Residential workshops will be held in Leeds.

Participants will also take part in 7 learning set sessions during the programme. The dates and timings of these sessions are scheduled by each learning set group, who agree the dates and timings together.

An outline of the residential workshops is as follows:

Workshop	Cohort 41	Cohort 42	Duration
Knowing Yourself and Others	08 - 11 September 2026	15 – 18 September 2026	4 days
Broadening Horizons	08 - 10 December 2026	15 - 17 December 2026	3 days
Making the Case for Change	02 - 04 March 2027	16 - 18 March 2027	3 days
Viva (Virtual)	11 May 2027	18 May 2027	1 day

Participants are required to be available for all dates for **one** of the cohorts (either cohort 41 or cohort 42). ***While we will take applicants cohort preference into account where possible, allocation will be based on availability***

# How to Apply

There are two application pathways to the programme: ICB Nomination route and the Self-Nomination route. This guide outlines the process for the **ICB Nomination route**.

All applicants must be registered clinical healthcare professionals working in primary care who are currently operating in senior leadership roles and who have the potential and aspiration to progress into senior clinical, system or board-level leadership roles.

## ICB Nomination route:

A total of 75 places have been allocated across ICBs. Chief Medical Officers are invited to identify up to three nominees from within their system.

Chief Medical Officers are asked to notify the programme team of their nominations via email by **Friday 26 June 2026**.

Following nomination, nominees will be required to submit:

- **Programme application form**
- **Covering letter**

All application materials must be submitted by **Monday 6 July 2026**.

The application form can be accessed via the 'Application Form' section below. Covering letters should be sent to the programme team inbox at: [england.la-bevan-prog@nhs.net](mailto:england.la-bevan-prog@nhs.net)

# Application Form

Please complete the application form using the link provided below. The deadline for submission is **Monday 6 July 2026**.

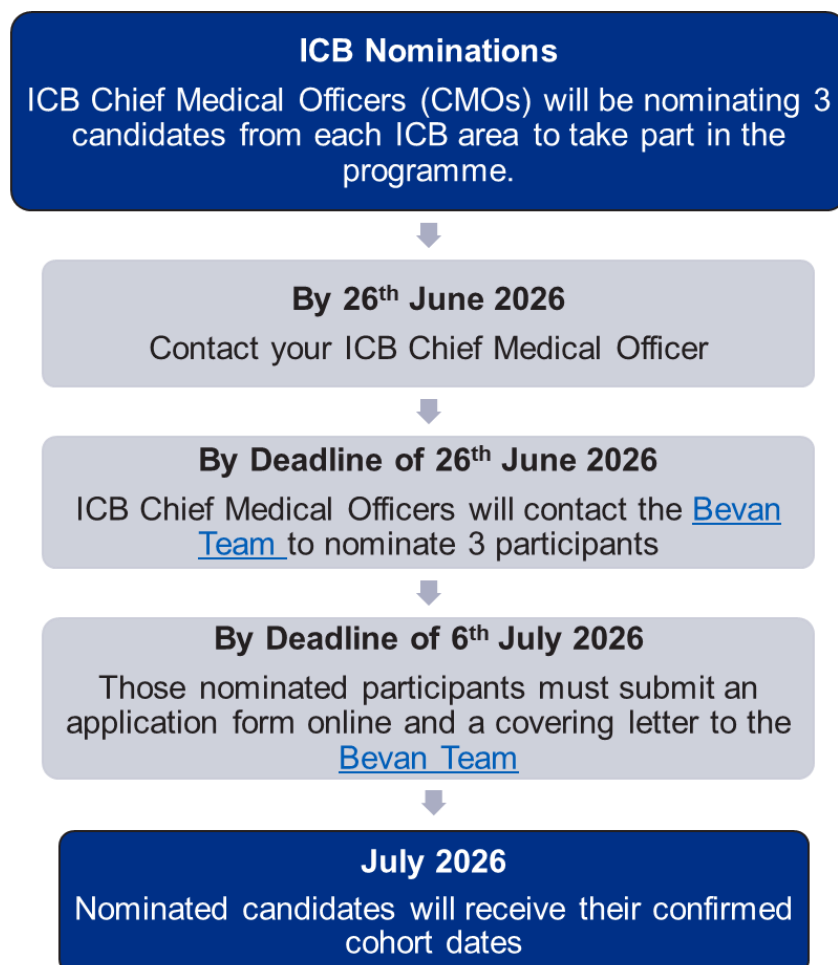
We kindly ask that you ensure your application is fully completed by this date. The programme team will contact you if your submission is incomplete.

If you think you may not be able to complete the application within this timeframe, please contact the programme team as soon as possible to discuss.

[Nye Bevan Intake 12 - Apply](#)

If you do not already have an Academy ID with the Leadership Academy, you will be prompted to register before you can view the application form.

## Key Deadlines



# Covering Letter Guidance

## Guidance for completion of your covering letter (ICB Nomination route)

Your covering letter will be reviewed alongside your application form to check eligibility for the programme. Your covering letter is an opportunity to outline your experience and motivations for applying for the programme, your career aspirations and how the programme can support your career progression to a more senior role. Please ensure that your covering letter addresses the following areas:

**Motivation:** Why would you like to apply for the Nye Bevan for Primary Care programme? Why is this the right time for you, and how does this support your development needs? You may want to have a career conversation ([career conversation development plan template](#)) to explore this in more detail.

**Contribution:** What will you bring to the programme that could support and enhance the learning and development of other participants?

**Aspirations:** What are your future career aspirations and why?

**Experience:** Please include

- Experience of leading beyond your own discipline or core portfolio for example at organisational, neighbourhood, place, system, regional or national level.
- Evidence of wider service contribution i.e. works in partnership with a diverse range of stakeholders and leads across boundaries in a local health system/national setting to improve patient health outcomes.

It is also important to check that you can meet all the time requirements of the programme and confirm that you can do this. Full attendance is a requirement of the programme.

# Cost and Funding Options

The Nye Bevan programme costs for the primary care intake are fully funded; however, organisations or participants are responsible for covering their own travel to the residential workshops, evening meals, and any additional personal expenses. **Please note backfill is not available.**

# Contact and Support

The Bevan Programme team will be hosting a series of drop-in sessions for both nominated applicants and those considering self-nomination. These sessions provide an opportunity for prospective applicants to ask questions and learn more about the programme.

Details of the dates and times can be found below. If you are interested in attending, please contact the Bevan Programme team, who will send you an MS Teams invitation.

## ICB Nominated applicants:

- Tuesday 9 June 2026, 12pm to 12.45pm
- Wednesday 17 June 2026, 4pm to 4.45pm
- Friday 19 June 2026, 9am to 9.45am

If you have any questions or need support in the meantime, please contact the Bevan team at [england.la-bevan-prog@nhs.net](mailto:england.la-bevan-prog@nhs.net). If you experience any issues with this email address, you can also contact us via our website: [Contact – Leadership Academy](#).

# Further Programme Information

Please continue reading for additional details about the programme, which may be helpful.

# Learning and Commitment

**There are three core learning methods on this programme:**

**1. Work based learning** – this takes the work you are already doing and uses it as the basis for your learning. It focuses your attention on what is practical and helps to lighten the study workload as some of the learning is within your day-to-day job.

**2. Face-to-face learning at:**

- **Workshops** – there are three residential behavioural development workshops during the course of the programme held in Leeds and one virtual workshop. They focus on your personal and behavioural development through face-to-face group work, experiential and simulation learning activities and social networking opportunities.

- **Learning sets** – your learning set provides you with a forum to explore the links between individual, group and organisational dynamics to equip you with the practical skills to craft your leadership role, style and skills. Your learning set meets seven times during the programme for full day working sessions.

**3. Online via the virtual campus** - the virtual campus is where you can find all the resources you'll need for your studies. It provides a range of different learning formats such as e-learning nuggets, simulation events, webinars, videos, psychometric assessments, surveys, electronic journals and books, tutorial and discussion boards, learning journals, social networks and more.

The learning methods are a cutting-edge blend to keep you inspired and motivated via a flexible state-of-the-art virtual campus, residential, face to-face development and online tutor support.

# Modules and Assignments

You'll join a cohort of 49 colleagues from a variety of primary care settings as you progress through the programme and will work directly with a learning set of around 7 people with a learning set adviser. Building your personal network is an important part of leadership, so you'll also have the chance to exchange views with people from other cohorts and alumni from previous cohorts.

Learning set members will provide each other with support and challenge as they progress through the programme. Your learning set members will also act as internal examiners, reviewing submissions and providing formative feedback.

The three elements which you'll be required to submit will be peer assessed by your learning set, reaching 'on track' or 'on track soon' judgements and ultimately deciding with the learning set adviser, which set members are recommended for the NHS Leadership Academy Award in Executive Healthcare Leadership.

**Below is a breakdown of the elements which are to be submitted throughout the 12-month Nye Bevan programme.**

Element		Assessment
1	Opening statement and learning contract	4000 word assignment
2	Evidence of meeting both personal learning goals and programme learning outcomes	8000 word assignment
3	Closing Statement	2000 word assignment

# Eligibility Criteria

To be eligible for the programme, **applicants must meet the criteria below:**

## **Experience:**

- A registered clinical professional working in primary care, including GPs, nurses, pharmacists, dentists, AHPs and other registered clinical professionals, who is able to meet the time commitments of the scheme
- Currently operating in a senior leadership role within primary care
- Experience of leading beyond their own discipline or core portfolio for example at organisational, neighbourhood, place, system, regional or national level
- Evidence of wider service contribution i.e. works in partnership with a diverse range of stakeholders and leads across boundaries in a local health system/national setting to improve patient health outcomes

## **Knowledge:**

- Experience and understanding of organisation, system or neighbourhood level improvement strategy and planning and its impact on the workforce
- An understanding of national health and care policy and strategy and its impact at local, regional and national level including the 10 Year Plan

## **Leadership Capabilities:**

- Attitudes and behaviours are aligned with [NHS values](#) with demonstrable evidence of compassionate and inclusive leadership
- Demonstrates the ability to lead and deliver through others by creating a vision and then inspiring, influencing and motivating people to deliver
- Aware of own developmental needs and shows a proven commitment to continual learning and self-development
- Demonstrates personal integrity and recent evidence of resilience - the ability to respond constructively to challenge and adversity
- Shows clear and appropriate motivation and potential to progress into senior clinical, system or board-level leadership roles
- Have considered the personal impact of undertaking this programme and have secured appropriate support from a range of sources e.g. family, peers, sponsor