

# The Ready Now programme

Participant user guide

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This guide will give you more information about The Ready Now programme to help you with your application.

### Background

Nearly 20% of the 1.3 million people that work in the NHS are from a black, Asian or minority ethnic (BAME) background. Without this part of the workforce, many of whom are doctors, nurses and midwives, the NHS could not function.

The Snowy White Peaks report published in 2014 found that in London, a city in where over 40% of the workforce and patients are BAME:

- Only 1 in 40 chairs and no CEOs were from BAME backgrounds
- 17 of 40 trusts had all white boards

The report found that there had been a significant decrease in BAME board members at local and national levels. For example, there were no BAME executive directors in Monitor (now part of NHS Improvement), the Care Quality Commission, NHS Trust Development Authority, NHS England and Health Education England.

The Ready Now programme is part of a strategic initiative by the NHS Leadership Academy to address this underrepresentation. The programme will give senior BAME leaders the knowledge, skills and experience to challenge the status quo and progress further in their careers. The programme is not just about the development of individuals; it's an initiative designed to influence the development of more inclusive cultures in the NHS as a whole.

### What's the aim of the programme?

The main aim of the programme is to help you as a senior BAME leader realise your leadership potential so that you can:

- Progress in your career
- Provide the NHS with outstanding, inclusive leaders for the future
- Effectively influence change within the NHS so that it achieves considerably greater levels of race equality

### How does the programme work?

The programme runs over 12 months and will include learning through face to face residentials, self-directed, group and online learning. As a part of this you'll often be referred to ground breaking research, share learning with like-minded individuals and work with industry leading experts from our faculty team.



The programme is a continuous process; one stage leads to the next one. Missing any one element will break the experiential development process. This is very different from modular programmes where people can dip in and out.

The table underneath shows the key dates of modules you'll be studying. Please make sure you can attend and can committ to all these dates. If you can't then please let us know in your application form.

<b>Module 1</b>	<b>Module 2</b>	<b>Module 3</b>	<b>Module 4</b>	<b>Module 5</b>
31 January, 1, 2 February 2017	11, 12 April 2017	11, 12 July 2017	3, 4 October 2017	5, 6, 7 December 2017

*Please note these dates might be subject to change.*

## Who is The Ready Now programme for?

The Ready Now programme is for BAME individuals working in the NHS or providing NHS funded services. This also includes people working in social care, third sector and private sector organisations. If you're unsure whether or not this includes you, please get in touch with The Ready Now programme team.

To apply you must be working at Agenda for Change Band 8a or above (or the equivalent level). You'll need to have leadership experience as the programme is designed for leaders from underrepresented groups who want to become senior leaders in the health or social care system.

## How will I benefit from The Ready Now programme?

The main aim of The Ready Now programme is to help you realise your leadership potential with the specific learning needed to progress your career, and to provide the NHS with outstanding, inclusive leaders for the future. At the end of your journey, you'll be in a position to showcase your leadership learning and have the confidence in yourself to influence a more inclusive NHS.

## How do I apply for the programme?

Applications for the next cohort of The Ready Now programme open on Thursday 1 September and close on Monday 14 November. You can apply for your place online by visiting the [Academy website](#).

You'll need the support of your line manager and organisation before you apply for the programme. Your [Local Development Partner \(LDP\)](#) can also support you with your application.



## How does the application process work?

The application process for The Ready Now programme takes place in three stages:

- **First stage:** online applications are welcomed from 1 September 2016 – 14 November 2016
- **Second stage:** applicants will be asked to take part in a video interview from Wednesday 16 November to Monday 28 November 2016
- **Final confirmation:** participants will be appointed from the shortlist and notified by 23 December 2016

## What's the cost of the programme?

The programme is funded by the Academy and the content is free. You'll need to commit yourself to the programme and you will be asked to sign a document agreeing to this. If you withdraw your place before you've completed the programme and without agreeing this with the Academy, your organisation will have to pay the full cost of the programme which is £4,500.

## Essential pre-work

If your application is successful, you'll be asked to complete a list of essential pre-work before the start of the first module. You'll find out more about this if your place on the programme is confirmed.

## Who will be involved in teaching of the programme?

You'll be taught by members of our faculty team. This will include:



**Eden Charles PhD**

Eden Charles has worked as a developer of leaders for over 25 years. His specialism is leadership development and he's designed and delivered successful programmes for a wide range of public and private organisations.



**Dave Thornton**

Dave Thornton works as an executive coach and 'top team' developer for a range of organisations across the UK. He's a qualified executive coach, master practitioner, facilitator and author.



## Who do I contact for more information?

If you have a query or need more information please contact the inclusion team on the details below.

Name of contact: Morvia Gooden, senior programme lead

Email: [Morvia.Gooden@leadershipacademy.nhs.uk](mailto:Morvia.Gooden@leadershipacademy.nhs.uk)

Name of contact: Myra Mutuli, programme administrator

Email: [Readynow@leadershipacademy.nhs.uk](mailto:Readynow@leadershipacademy.nhs.uk)

Number: 0113 322 5662

You can also find out more about The Ready Now programme by visiting the Academy website by [clicking here](#).

