

Project Title Band 2 – 7 Development Programme

Purpose

A programme for Bands 2-7 B.A.M.E. Career Development which supports a route to increasing B.A.M.E. representation in more senior ranks

The programme ran as a pilot (54 applicants for 20 places) in the summer of 2022. The Bid is for a further two cohorts using the evaluation of the pilot.

Focus of Development

Coaching, Placement, Taught, Attendance,

Outcome

Total of delegates out of 20 with coaches

With coaches – 17 = **85%**

Without – 3 = **15%**

Total of delegates out of 20 with placements

With placements – 17 = **85%**

Without – 3 = **15%**

Total of delegates out of 20 who attended >75%

Attended >75% - 14 = **70%**

Attended <75% - 6 = **30%**

Total of delegates out of 20 with promotions

With promotions – 9 = **45%**

Without – 11 = **55%**

Qualitative Feedback

“The programme helped mw to connect with different department and I found out from the secondment about a job opportunity and moved from a band 4 – 6..”

‘...thinking about what we do at work but also what I do outside of work to strengthen the application’