



# Band 2-7 BME Programme FAQs

## What is the purpose of this career development course?

The purpose of this course is to increase representation of BME staff in senior roles across the system. The course supports personal development and confidence building to support BME staff with their career development.

## Who is this course designed for?

This programme has been carefully designed to support the development of BME staff working in the NHS at a band 2-7 level. The course recognises that BME staff face additional challenges when it comes to career progression in the NHS.

## How long is the programme, and what is the format?

The programme will be delivered over 4-months with a mixture of face to face and virtual delivery. Group coaching sessions will be provided by an external provider called BRAP, a leading a charity in transforming the way we think and do equality. The programme will conclude with a celebration event and presentations delivered by participants who have been on this learning journey.

## What if I am unable to attend all the programme dates?

Full attendance at all sessions is required to ensure fairness and continuity for everyone involved. Due to the peer-based structure of the programme, each session builds on the last, and we are unable to offer catch-up options.

If you're unable to commit to all dates, we encourage you to consider applying to a future cohort when you can fully participate.

## Is there an eligibility criteria to join?

Yes, you must be BME and working in a substantive band 2-7 position in a London NHS Trust.





### Is the course free or paid?

The course is free for NHS staff in a substantive post. We expect the learners to be committed and willing to practice their skills in their roles, as well as expect their managers to support them in their development by releasing them to attend to study days.

### Will the course address challenges specific to BME professionals?

Yes, the course offers group coaching led by BRAP who are renowned for their work in equality, diversity and inclusion. The group coaching session will allow participants to share their experiences, explore the challenges they have faced climbing the career ladder, as well as ways to combat these challenges. The modules will also allow for further discussion on challenges faced by BME professionals.

### Are there networking opportunities within the course?

Yes, you will be meeting with a range of different professionals working across NHS London organisations during your study days. You will be able to network and build a friendship with other peers.

### What will the presentation at the end of the course consist of?

You will be asked to present a 5-minute presentation on your learning journey whilst being on the programme. We will invite your managers to this event so that you can share your learning with them and celebrate what you have achieved.

### Is there any certification provided at the end?

Yes, on completing the course, you will be given a certificate and invited to a presentation and celebration event.

### Are the course materials accessible for people with disabilities?

Yes, arrangements can be made for those with disabilities and you will be asked to complete a equal monitoring form to declare your needs.

