



Inclusion London's Growing our Own Leaders Programme Application form and guidance

Application deadline:

Please send your application form back **by 10 am on Friday 4 August 2023**

Email your form to recruitment@inclusionlondon.org.uk

You have to be nominated by a London based organisation or network run by Disabled people, so you must complete this form with your nominating organisation.

Applications in other formats:

BSL or Easy Read versions of the application form can be found here:

www.inclusionlondon.org.uk/grow. If you need this form in large print or if you have any questions, please contact recruitment@inclusionlondon.org.uk

We will accept applications on the form, or you can audio or video record your answers to the questions on the form. Please let us know if you need advice on how to send an application in a different format.

Who can apply:

- You need to be a Disabled person. Inclusion London works within a [Social Model of Disability](#). You can apply if you experience disabling barriers and discrimination in relation to your impairment or difference - this includes people with physical impairment; sensory impairment; long term health condition; people who experience mental distress, people with learning difficulties; or who are Deaf or neurodivergent

- We are recruiting 10 people. We recognise the way that social categorisations such as class, disability, gender, race or sexuality are interconnected. Many people experience discrimination, exclusion and disadvantage across several of these categorisations. We are reserving at least 4 places for people who experience this kind of “intersectional” discrimination
- You have to be linked to an organisation or network run by Deaf/Disabled people that works in London. They will need to nominate you for the programme and will need to see this guidance and fill in the application with you
- Your organisation or network can nominate more than one person but you will each need to fill in a separate form

Who we are looking for:

You do not have to have any previous experience of traditional leadership and you do not have to be in any particular role. Examples of previous programme participants are:

- members or volunteers who wanted to lead the development of a new service or build their confidence at leading voice and influence work
- campaigners or activists who wanted to feel more confident to lead campaigns or develop new networks of influence
- trustees who lacked confidence and wanted to take a more active and assertive role in leadership of their organisation
- staff in all sorts of different roles in organisations who wanted to lead a change independently: to improve a service, or improve policies, systems and approaches within their organisation
- staff or volunteers who wanted to be confident to move into more senior roles or tackle more complex or new areas of work

We are looking for Deaf or Disabled people who are enthusiastic about developing their skills and confidence in leading change. These are the kinds of interests and behaviours we are looking for:

- You have shown enthusiasm and commitment to making some kind of change happen or to reach a goal
- You have a social justice change or goal that you would like to work while on this leadership course
- You have a strong desire and determination to promote social justice
- You try to take up opportunities for decision-making
- You take action to empower yourself and/or other people
- You are interested in organising other people, or getting people interested in an issue, spreading ideas and inspiring people
- You think about how your behaviours and activities can impact on other people
- You are prepared to try out ideas for solving problems that might be new or unfamiliar to you.
- You can commit to doing the work involved in this course (see programme expectations section below)

What will happen after you apply:

Inclusion London’s CEO and two graduate leaders from a previous round of the leadership programme will look at applications. They will think about how well you and your nominating organisation meet the expectations detailed in the application form and which interests and qualities you think you will bring to the programme.

Based on this we will invite some people to a relaxed meeting in the **week beginning 28 August 2023**. Ideally these meetings will be face to face but you can ask for an online meeting if that meets your access needs better.

These meetings will be very informal. They will not be like a job interview. We are excited to find out more about your passions for change and what you would like to get out of the programme. If you feel stressed about this meeting, do please tell us beforehand and we can think with you about how to make the experience easier.

After these informal meetings we will make final decisions about who to offer places to. Again, we will be thinking about how you can meet the programme

expectations, but we will also try and ensure we have a diverse range of participants, organisations and leadership issues to address.

Programme Expectations

The programme lasts for one year from October 2023.

Participants will need to:

- Attend 3 days initial training (face to face and within working hours) in October-November 2023
- Attend one 2 hour peer learning and development session per month between December 2023-September 2024 (a mixture of face to face and online)
- Attend online one to one coaching sessions once every 2 months
- Work independently on a change project of your choice (with coaching and peer support)
- Work positively with the other people on the programme to give and receive support and encouragement
- Attend other training if you need specific skills to meet your change goals (we provide a training budget)
- Make a report about your project and leadership progress (this can be in any format e.g. some previous participants made videos rather than written reports)

Expectations of nominating organisations or networks

Host organisations or networks nominating a participant on the project must confirm they can do the following:

- Release the participant for all the training and coaching time of the programme (your organisation will receive a payment of £1000 towards the costs of this)
- Discuss and agree the change project the participant wants to work on making sure it works for the organisation (while allowing participants independence to choose their own change and development goals)
- Support the participant to identify if there is additional skills based training they need to progress their change project (your organisation

will be provided with a training budget of £1000 to cover any additional training costs)

- Attend two sessions with the participant and coach to discuss effects of the change project and the participants leadership progress- successes and challenges
- Be an ambassador for the programme e.g. advertising what your nominated person is doing in your publicity, supporting them to find ways to share their learning.

Application Form

Questions for person applying:
Name and contact details Name: Email address: Telephone number:
1. Have a look at page 3. Can you commit to the expectations for the programme? Yes or No
2. Have a look at page 2 – who we are looking for. Which of these interests and behaviours do you think you have? (don't worry if you don't think you have all of them)
3. What change are you most passionate about leading in your organisation or community, and why?

4. What new skills and opportunities do you think you need to lead this change?

5. What barriers do you think get in the way of you leading change at the moment?

6. We believe that people with lived experience of discrimination, exclusion and disadvantage bring important and unique approaches to leading change. Can you tell us how you think your lived experience might help in leadership. There is no right answer here...we are interested in what you think. We are reserving some places for people who experience discrimination, exclusion and disadvantage in relation to other social categorisations such as class, gender, race and sexuality, as well as disability. So please make sure to tell us about your wider lived experience.

7. If you are shortlisted for the programme we will ask you to attend an informal meeting to discuss your application

further. Do you have any access requirements for this meeting?

<p>Questions for nominating organisation:</p> <p>Which Deaf or Disabled people's organisation or network is the applicant linked to:</p> <p>Name of your organisation or network: Name of CEO/ Director/Organiser: Email address: Telephone number:</p> <p>Can you confirm your organisation or network is run BY Deaf or Disabled people? Yes or No</p> <p>Can you confirm this applicant is a Deaf or Disabled person: Yes or No</p> <p>Please tell us how this person is connected to your organisation:</p>
<p>a) Have a look at page 3. Can you commit to the expectations of host organisations/networks? Yes or No</p>
<p>b) Have a look at who we are looking for (page 2)...and look at the applicant's answer to question 2. Is there anything you would like to add about their interests and behaviours, and what you think they will bring to the programme?</p>

c) Have a look at the change this person is passionate about leading (question 3). How do you see this change project benefiting your organisation or local community? Is this a change you are interested in supporting them to achieve?

d) What new skills, opportunities or support do you think this person will need in order to achieve the change they want to lead?