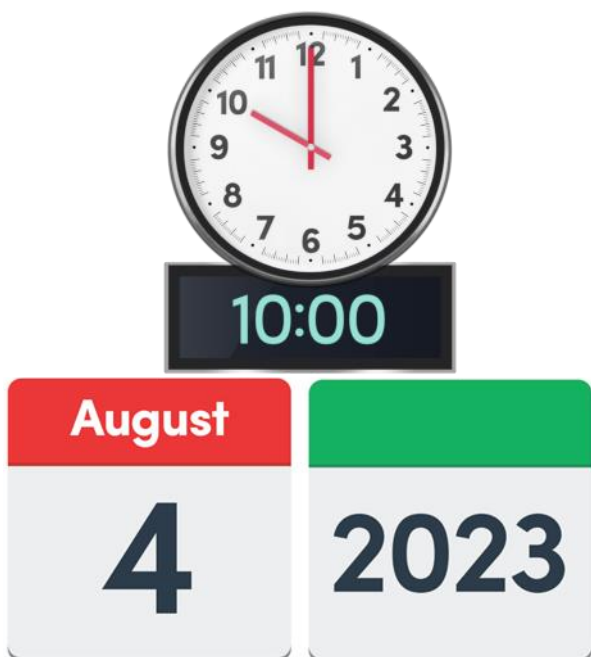


## **Growing Our Own Leaders Programme**

### **Application Form and Advice**



#### **When to apply by.**

Send your application before 10 am on Friday, August 4, 2023.

Email it to:

[recruitment@inclusionlondon.org.uk](mailto:recruitment@inclusionlondon.org.uk)



You need to be part of an organisation run by Deaf or Disabled people.

They will need to suggest you for this programme.

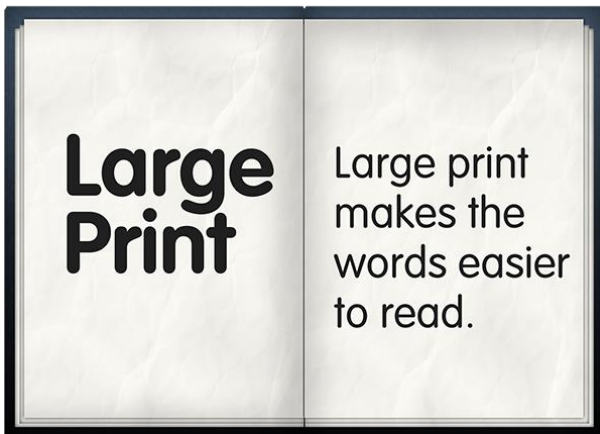
Make sure you fill out the form with them.



## Other ways to apply.

You can find versions of the application in sign language here: [www.inclusionlondon.org.uk/grow](http://www.inclusionlondon.org.uk/grow)

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If you need the form in large print, email [recruitment@inclusionlondon.org.uk](mailto:recruitment@inclusionlondon.org.uk)



You can send us the filled-out form.

You can also film or voice record your answers to the questions.

If you need help with a different way to apply, let us know.



## Who can apply?

You must be Deaf or Disabled.

This includes people with physical impairment, sensory impairment, long-term health conditions, mental health conditions, learning difficulties, or if you are Deaf or neurodivergent.

We are looking for 10 people.

We know some Deaf or Disabled people experience other kinds of discrimination, too.



This might be racism or homophobia.

It might be other kinds of discrimination.

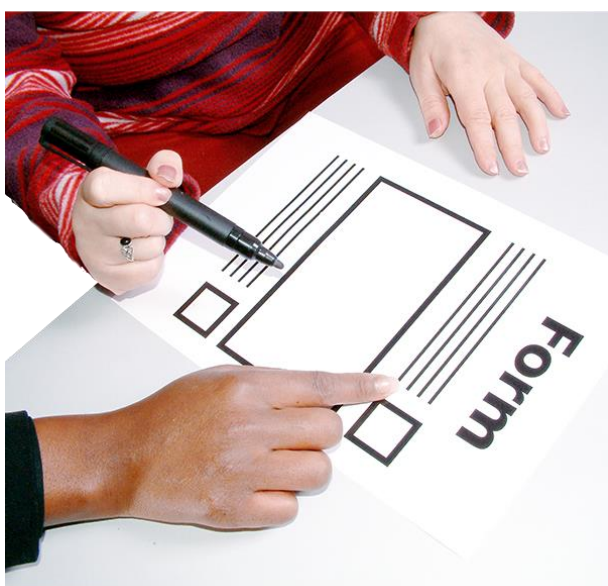


We have saved 4 spots for people who experience more than one kind of discrimination.



You must be part of an organisation or network run by Deaf or Disabled people.

They need to suggest you for the program and help you apply.



Your organisation can suggest more than one person.

Each person will need their own form.



### **Who are we looking for?**

You don't need to have any past leadership experience.

You don't need to have a certain job.



Lots of different people have joined before.

**Here are some examples:**



Members or volunteers who wanted to start a new service or make a difference.

Campaigners who want to be confident leading campaigns.

Trustees who wanted to do more to help lead their organisation.

People in all kinds of jobs who wanted to make a change.



We want Deaf or Disabled people who are excited about improving their skills.



## Here is what we're looking for:

You want to make a difference and will work to make change.

You have ideas to make things better for everyone.

You try to get involved in making decisions.

You like the idea of getting others involved in caring about an issue.

You want to spread ideas and work with other people.



## Decision

You think about how what you do can affect others.

You will try new or different ideas to solve problems.



## What happens after you apply?

Three people will look at your application.

They are the CEO of Inclusion London and 2 people who did the programme before.

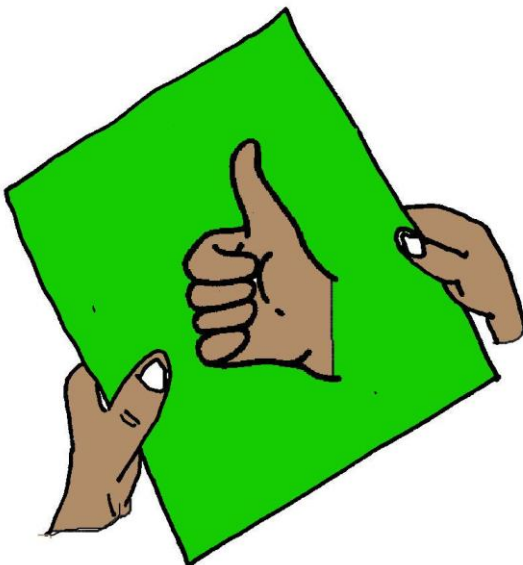


They will check if you and your organisation match what we are looking for.

These are the things we talked about on the last few pages.



They will look at what interests and good points you can bring to the programme.





Then we will ask some people to a friendly meeting in the week starting August 28th, 2023.



We would like to meet in person, but you can have an online meeting if that is better for you.



These meetings will be really casual.

They are not like a job interview.

We want to learn more about your ideas for change.

We want to hear what you hope to get from the programme.





If you are worried about this meeting, let us know.

We can help make it easier for you.



Next, we will decide who to invite to join the programme.

We will think about how you can do what the programme asks.

We will try to have a mix of different people and organisations.



## The Programme

The programme lasts for one year.

It starts in October 2023.

If you join, you will need to do some things.



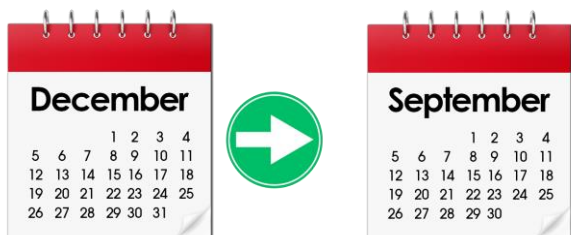
You will need to:

Come to 3 days of training in-person in October and November 2023.

Come to a 2-hour group learning session once a month.

This is from December 2023 to September 2024.

These will be both in-person and online.





Join online coaching sessions every 2 months.

Work on your own on the project that you choose.

The coach and the rest of the group will help you, too.



Work well with others in the programme.

Go to other training if you need certain skills for your project.

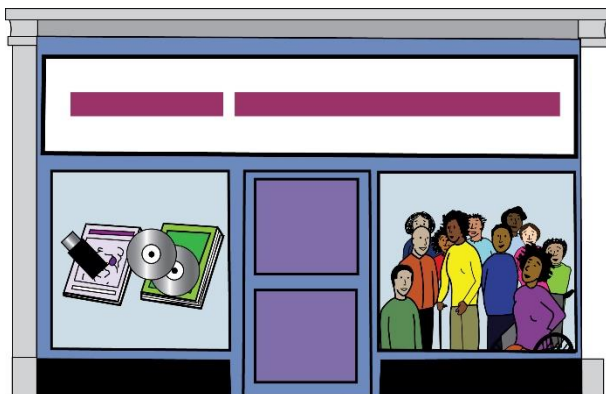
We will give you some money for this training.



Create a report about your project and how you have grown as a leader.

You can do this any way you like.

Some people made videos instead of written reports.



## What your organisation needs to do.

If your organisation is suggesting you for the programme, they need to do things too.

They need to do these things:



Let you go to all the training and coaching sessions.

Your organisation will get £1000 to help cover this.



Talk about and agree on the project you want to work on.

Make sure the project is good for the organisation.

Let you choose your own goals.



Help you figure out if you need any extra skills for the project.

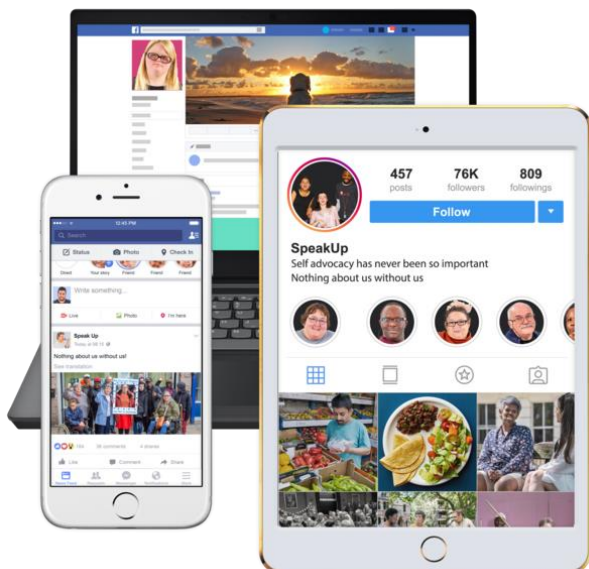
Your organisation will get £1000 for extra training costs.



Go to two meetings with you and the coach to talk about the project.

Talk about how you are doing as a leader.

This will be both the good parts and the tough parts.







Support the program.

This can be sharing what you are doing on your website, social media, or newsletter.

Helping you find ways to share what you've learned.

# Application Form

## Questions for you

|   |  |
|---|--|
|    | <p><b>Your name</b></p>  |
|    | <p><b>Your e-mail address</b></p>  |
|  | <p><b>Your phone number</b></p>  |
|  | <p><b>Can you agree to do all the things the programme asks? We wrote about these earlier.</b></p> <p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> |



**On pages 5 and 6, we talked about people we are looking for.**

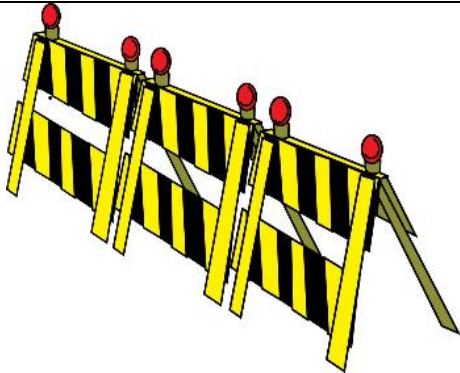
**Please tell us which of those things you think are true for you.**



**What change are you excited about leading in your organisation? Why?**



**What new skills or experiences do you need to make the change you want?**



**What barriers are getting in the way of you leading at the moment?**





Disabled people have lots of lived experience.

Disabled people from different groups have different experiences. Most will have experienced exclusion or discrimination.

We are saving some spaces for **multiply marginalised** people.

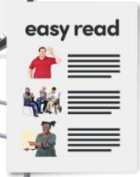
If you have faced discrimination about your disability **and**:

- race
- class
- gender
- sexuality
- or other similar things

Please tell us a little about that:








I need ...

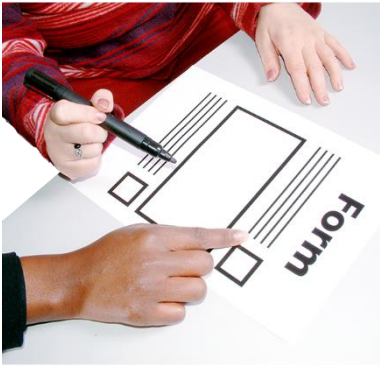


**We want to talk to people we think the programme will work well for.**

**If we ask you to a meeting, do you have any access or support needs?**

## Questions for your organisation

|   |   |
|---|---|
|    | <p><b>Name of the organisation</b></p>  |
|    | <p><b>CEO, Director, or Organiser</b></p>   |
|  | <p><b>E-mail address</b></p>  |
|  | <p><b>Phone number</b></p>  |
|  | <p><b>Is your organisation or network run BY Deaf or Disabled people?</b></p> <p><input checked="" type="radio"/> Yes</p> <p><input type="radio"/> No</p> |



**Is the person applying a Deaf or Disabled person?**

- Yes
- No



**How is the person applying involved in your organisation?**



**Please read the answers written by the person applying.**

**Can you add more about their interests and skills?**

**What do you think they will bring to the programme?**



**Will the change the person is excited about help your organisation? How?**

**Can you support them with this change?**



**What new skills, experiences or support will the person need?**