



### **H.O.P.E Leadership programme for staff from Black and Racialised staff working within the Violence Against Women and Girls Sector (VAWG)**

This is a 12-week leadership programme for Black and Racialised staff working within the Violence against Women and Girls Sector (VAWG).

Delivered using a hybrid approach (3 sessions in the room and 9 sessions on zoom) H.O.P.E Training & Leadership C.I.C have developed a professional 36-hour Leadership programme. This programme includes 2 FREE coaching sessions.

#### **To book**

To book a space please use this [link](#) (spaces close on Tuesday 30<sup>th</sup> September 2025)

#### **Venue of in the room sessions**

London (address near kings cross Euston Station)

#### **Aim of programme:**

Based on research with Black and Racialised staff, this programme has been designed to support staff quickly build in-demand skills and knowledge to help them increase their confidence within leadership, acknowledge the existing skills they hold and take back effective practice into their organisations.

By the end of this programme participants should be able to:

- Define how psychology can optimise the workplace, from supporting employee wellbeing to improving employee motivation, job satisfaction, and organisational efficiency
- Give examples of leadership models and be able to recognise both effective and poor leadership
- Explain racism in the workplace, including micro aggressions and racial gaslighting.
- Understand racial injustice, equitable positioning and cultural competency

- Determine their personality type and develop effective skills to improve resilience.
- Demonstrate effective listening, communication, and influencing skills
- Commit to professional excellence and personal wellbeing
- Reflect and develop an action plan for continued growth and development

### **Criteria to apply to attend the Leadership Programme:**

1. Working within an organisation or agency addressing the Violence Against Women and Girls (VAWG) agenda (e.g., domestic abuse services (survivor and/or perpetrator), sexual violence services, Housing, Police, Probation, Youth work, social care, NHS, other charities & “by and for” services where there is a focus on addressing and/or supporting VAWG (this includes work with male victim-survivors and from LGBT+ communities)
2. This programme is specifically designed for those who identify from a Black or Racialised communities
3. Motivated to learn about leadership systems, models and how to move ahead within your organisation or beyond.
4. Have been within the organisation for over 3-6 months and completed any probation period as required
5. Can commit to 11 sessions of learning and 1 sessions where learners will showcase what they have learnt through an event attended by partners
6. Participants can commit to attending 2 separate coaching sessions as part of this programme
7. Can feedback to an independent evaluator about your experiences on this leadership programme

### **Payment**

If you are applying as part of a “by and for” organisation (organisations that are designed and delivered by and for people who are minoritised (including race, disability, sexual orientation, transgender identity, religion or age) and require help with the costs of the programme please contact Meena Kumari at [admin@hopetraining.co.uk](mailto:admin@hopetraining.co.uk) to discuss eligibility for paid spaces options (we have 12 spaces that can be funded through City Bridge Foundation)

### **Fees**

- Larger VAWG services including Housing associations, police, probation, prison and local authorities services £2100
- Smaller “by and for” services and charities / individuals £1800

### **Payment**

- All payments need to be made 6 weeks prior to the programme starting (no refunds will be issued after this) and we also do not accept payment plans.

## Programme Overview

Week	Date	Method of Delivery	Subject	Time
1	Wednesday 5 <sup>th</sup> November 2025	In the room	Setting the scene & workplace psychology	9:30-12:30
2	Wednesday 12 <sup>th</sup> November 2025	Online	Leadership models	9:30-12:30
3	Wednesday 19 <sup>th</sup> November 2025	Online	Racism in the workplace	9:30-12:30
4	Wednesday 26 <sup>th</sup> November 2025	Online	What is Racial Trauma	9:30-12:30
5	Wednesday 3 <sup>rd</sup> December 2025	Online	Communication part 1	9:30-12:30
6	Wednesday 10 <sup>th</sup> December 2025	Online	Communication part 2	9:30-12:30
7	Wednesday 17 <sup>th</sup> December 2025	In the room	Preparing for interviews & thinking about resilience	9:30-12:30
8	Wednesday 7 <sup>th</sup> January 2026	Online	Whose looking after you as leaders	9:30-12:30
9	Wednesday 14 <sup>th</sup> January 2026	Online	Equitable funding & systems change	9:30-12:30
10	Wednesday 21 <sup>st</sup> January 2026	Online	Elevator pitch time	9:30-12:30
11	Wednesday 28 <sup>th</sup> January 2026	Online	Goal Setting & action planning	9:30-12:30
12	Wednesday 4 <sup>th</sup> February 2026	In the room	H.O.P.E Show case event - my journey sharing event in London	9-1pm