

IMPACT 2026

H.O.P.E. Black & Racialised Leaders Programme



VAWG
Leadership
Programme



I've grown so much as a leader... understanding my strengths, overcoming fears, and learning from others' experiences has been transformative

This programme helped me find my voice, feel grounded, and understand how to adapt my leadership to different people... I felt heard and seen.

Meeting other racially minoritised colleagues in a safe space felt validating and encouraging... it genuinely helped my confidence as a leader.



+61%



Leadership Models & Styles

Largest growth area — dramatic increase in leadership confidence

+50%



Workplace Psychology & Burnout Prevention

Major leap in understanding how to lead safely and sustainably

+38%



Confidence, Voice & Navigating Racialised Dynamics

Significant transformation in self-belief and ability to speak up

+30%



Difficult Conversations with Managers

Substantial improvement in practical leadership communication

+36%



Navigating Funding Streams

Strong progress in a challenging area — future development priority

+100%



Positive Responses Post-Programme

Full confidence across every competency — from 28–89% pre-programme