



H.O.P.E LEADERSHIP PROGRAMME

For Black and Racialised Staff in the Violence Against Women and Girls Sector (VAWG)

Duration	12-week programme · 36 hours total · 2 FREE coaching sessions
Format	Hybrid — 3 in-person sessions + 9 online via Zoom
Dates	Tuesday 3rd November 2026 – 2nd February 2027 · Every Tuesday 10am–1pm
Venue	London (near King's Cross / Euston Station)
Booking	hopetraining.co.uk · Spaces close 30th October 2026

ABOUT THE PROGRAMME

This 12-week leadership programme has been developed by H.O.P.E Training & Leadership C.I.C, based on research with Black and Racialised staff. It is designed to help participants quickly build in-demand skills and knowledge to increase their confidence within leadership, acknowledge existing strengths, and take effective practice back into their organisations.

PROGRAMME AIMS

By the end of this programme, participants will be able to:

- Define how psychology can optimise the workplace — supporting employee wellbeing, motivation, job satisfaction, and organisational efficiency
- Give examples of leadership models and 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 resilience skills
- 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

ELIGIBILITY CRITERIA

To apply, participants must meet all of the following:

1. Working within an organisation or agency addressing the VAWG agenda (e.g. domestic abuse services, sexual violence services, housing, police, probation, youth work, social

care, NHS, other charities and "by and for" services — including work with male victim-survivors and LGBT+ communities)

2. Identify from a Black or Racialised community
3. Motivated to learn about leadership systems, models and how to progress within your organisation or beyond
4. Able to commit to 11 learning sessions plus 1 showcase event attended by partners
5. Able to attend 2 separate coaching sessions as part of the programme
6. Able to provide feedback to an independent evaluator about your experience on the programme

FEES & PAYMENT

Organisation Type	Fee
Larger VAWG services (housing associations, police, probation, prison, local authorities)	£2,100
Smaller "by and for" services, charities and individuals	£1,800

All payments must be made 6 weeks prior to the programme starting. No refunds after this point, and payment plans are not accepted.

"By and for" organisations requiring funding support may be eligible for one of 10 funded spaces. Please contact: admin@hopetraining.co.uk

PROGRAMME SCHEDULE

Shaded rows indicate in-person sessions

Week	Topic	Date	Time
Week 1 ★	Setting the scene, ground rules, introductions, workplace psychology	3 Nov 2026	10–1pm
Week 2	Leadership models, definitions, imposter syndrome	10 Nov 2026	10–1pm
Week 3	History of racism & racism in the workplace	17 Nov 2026	10–1pm
Week 4	Racial trauma, micro aggressions & racial gaslighting	24 Nov 2026	10–1pm
Week 5	Supervision, mental wellbeing, isolation, mindfulness, burnout & micro management	1 Dec 2026	10–1pm
Week 6	Equitable positioning, funding ecosystem & systems leadership	8 Dec 2026	10–1pm
Week 7 ★	Personality types, emotional intelligence, recruitment & resilience	15 Dec 2026	10–1pm
Week 8	Effective communication with peers, managers and others	5 Jan 2027	10–1pm
Week 9	Having difficult conversations	12 Jan 2027	10–1pm

Week	Topic	Date	Time
Week 10	Using your voice: project work, elevator pitch, getting your message across	19 Jan 2027	10–1pm
Week 11	Goal setting, action planning, reflections and next steps	26 Jan 2027	10–1pm
Week 12 ★	Showcase event — sharing your journey with partners	2 Feb 2027	10–1pm

★ *In-person session (London, near King's Cross / Euston Station)*

HOW TO BOOK

Book your space using the online form at: <https://form.typeform.com/to/puO6F0as>

Booking closes: 30th October 2026

To read previous evaluation reports, visit: <https://hopetraining.co.uk>