

Welcome Diversity in Children's Services Leadership Teams

3rd Annual Conference- 2026

Hosted by

Kirandip Kaur Gill - CAMHS Service Manager - Nottingham City

Colin Foster - Chief Executive Officer - Northamptonshire Children's Trust



Beyond Barriers

Leadership Development Programme

Final Day- Group Presentations



Leadership is a Shared Journey
Learn, reflect, and lead with your peers,
Side-by-Side

Six 60-minute sessions, with endless insights...
A shared journey of learning, leading, and making impact - Side-by-Side.

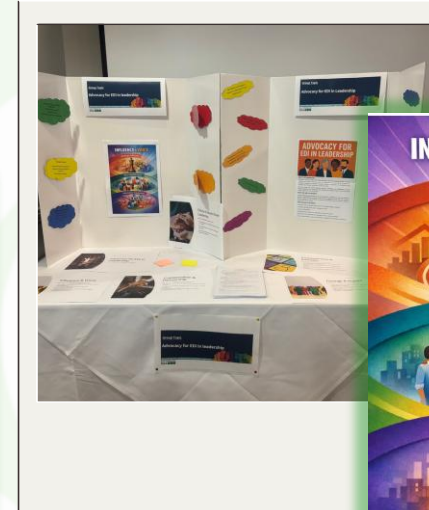
Claim your place, and join the journey!

Side-by-Side
Inclusive leadership, built together - where lived experience meets leadership.



Recruiting in Colour
Global Majority Recruitment Recommendations

- 1. Facts**
Analyze the data, available to you with regards to GM employees and understand the diversity of the community you serve.
- 2. Protected Characteristics**
Applicants from GM backgrounds who meet all essential criteria will be guaranteed an interview.
- 3. Training**
Ensure training for recruitment panels is inclusive of topics such as anti-racism, biases of bias and cultural awareness.
- 4. Reach Out**
Invest in community-based recruitment. Use targeted strategies to welcome and nurture diverse applicants.
- 5. Quality Assure**
Embed processes to quality assure recruitment, from application to interview and through to outcomes.
- 6. Representation**
Ensure recruitment panel representation is not homogenous. Create a practice of trained interviewers from culturally rich backgrounds.



INFLUENCE & VOICE

Strategic Influence
Ensure recruitment panel representation is not homogenous. Create a practice of trained interviewers from culturally rich backgrounds.

Voice Amplification
Ensure recruitment panel representation is not homogenous. Create a practice of trained interviewers from culturally rich backgrounds.

Stakeholder Engagement
Ensure recruitment panel representation is not homogenous. Create a practice of trained interviewers from culturally rich backgrounds.



EVERY VOICE COUNTS
INCLUSIVE LEADERSHIP IN SOCIAL CARE

What is Inclusive Leadership?
Inclusive leadership means creating a workplace where everyone feels valued, respected, and able to contribute.
Inclusive leaders:
• Listen to and seek out diverse perspectives
• Challenge bias and promote fairness
• Encourage a culture of respect and belonging

Key Inclusive Leadership Behaviours

Do	Improved Wellbeing	Don't
✓ Listen actively	✓ Feeling valued and respected boosts confidence, reduces stress, and enhances mental health.	✗ Dabble ideas too quickly
✓ Encourage quieter voices	✓ Create psychological safety	✗ Dominate conversations
		✗ Ignore exclusionary behaviour

*** Inclusion isn't just something we do. It's something we *live*. **

Test Your Knowledge
Scan the QR code to take an INCLUSIVE LEADERSHIP QUIZ



WHAT DOES GOOD COMMUNITY ENGAGEMENT LOOK LIKE?

7 National Standards:

1. Communication
2. Inclusion
3. Support
4. Planning
5. Working Together
6. Methods
7. Impact

Inclusion
We will engage, consult and collaborate that are all critical to the success of the engagement.

Impact
We will assess the impact of any engagement and use this to improve our future engagement.

Planning
There is a clear outline of the engagement which is based on a shared understanding of the community and the needs of the engagement.

Working Together
We will establish regularity to ensure the success of the engagement.

Methods
We will use methods of engagement that are fit for purpose.

Support
We will identify and address any barriers to participation.

Communication
We will communicate with the community and ensure that the engagement is accessible to all.



Measuring EDI Impact

Establish Clear Objectives and Metrics
Collect Relevant Data + Comparative Analysis
Engage Stakeholders + Analyse and Interpret Findings
Continuous Improvement

- 1. Purpose**
Identifying the impact of EDI on the organisation and its stakeholders.
- 2. Methodology**
A local authority framework to assess and measure the impact of EDI on the organisation and its stakeholders.
- 3. Engagement**
Engage stakeholders to ensure that the data collected is relevant and meaningful.
- 4. Promotion**
Promote the findings of the EDI impact assessment to the organisation and its stakeholders.
- 5. Mentorship**
Mentorship is a key element of the EDI impact assessment process.
- 6. Advocacy**
Advocacy is a key element of the EDI impact assessment process.
- 7. Diversity**
Diversity is a key element of the EDI impact assessment process.

Beyond Barriers

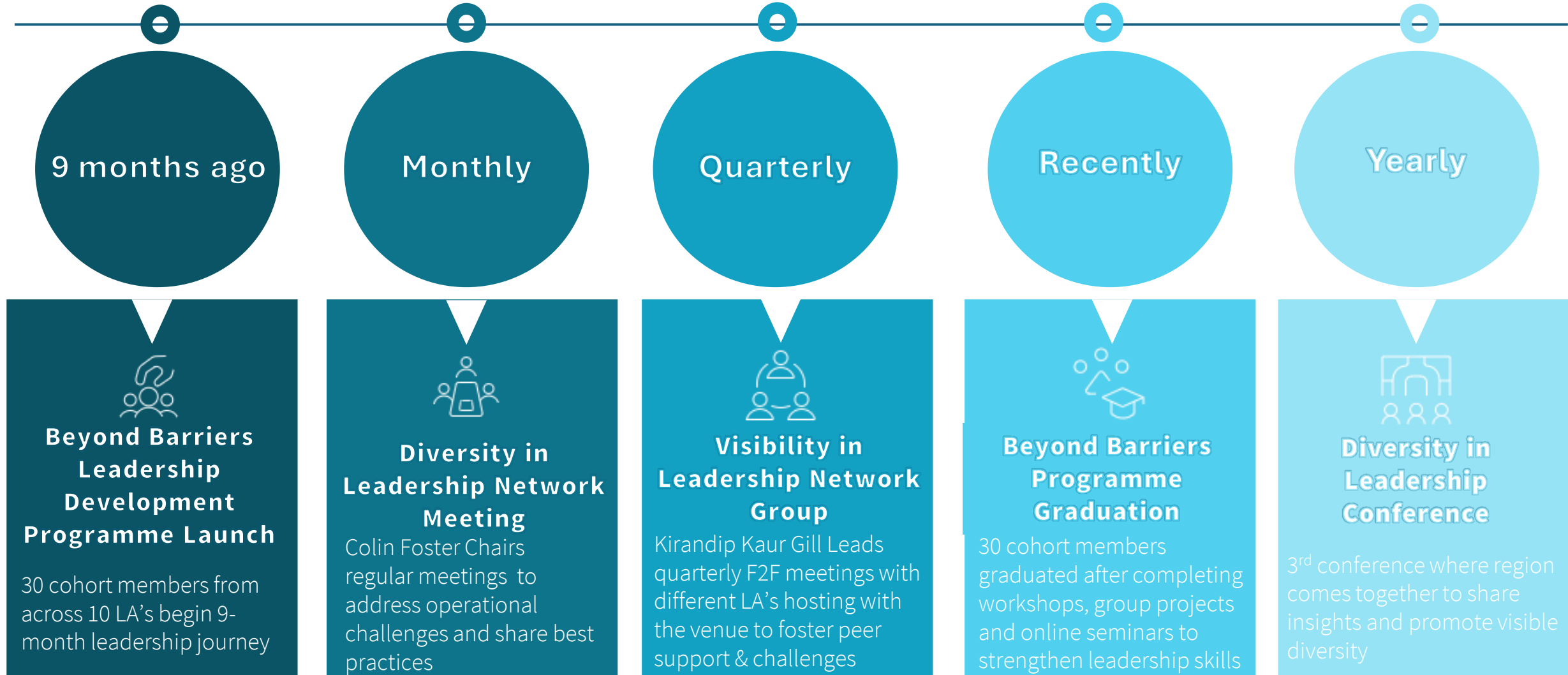
Leadership Development Programme



Certificate Ceremony



Key Milestone in Diversity in Leadership Initiatives



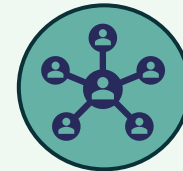
Key Achievements



Growing pipeline of diverse senior leaders



Stronger regional collaboration



Enhanced leadership capability



Clear commitment to equity, inclusion and representation



1st Alumni group- from Beyond Barriers cohort

As a DCS in the East Midlands Region I recognise power and privilege that I have, and I commit to using that privilege to bring about change. I want to be a leader who fosters a safe and supportive environment, where staff from diverse backgrounds feel valued and experience success in their careers. I commit to:

- Leading a positive anti-discriminatory culture within my organisation and across the region
- Being ambitious to improve the diversity of my senior leadership team
- Attending the annual Diversity in Leadership conference
- Releasing staff to attend the annual Diversity in Leadership conference
- Nominating a representative and a deputy to attend the Diversity in Leadership regional steering group, and meeting with them regularly to support their work
- Implementing recommendations of the Diversity in Leadership Steering Group
- Promoting the Diversity in Leadership activities across my extended leadership team
- Releasing staff to attend quarterly Black and Asian Leaders Network
- Nominating and releasing staff to participate in regional Leadership Development Programme
- Being held accountable through an annual survey about local EDI activity
- Scrutinising the impact of the Diversity in Leadership work both on staff experience of workplace culture, and on improved diversity in my extended leadership team.
- Share these commitments with my workforce

Agreed by all DCSs and CEO of the NCT



Strengthening Diversity in Leadership across East Midlands in Children's Services

Beyond Barriers

Leadership Development Programme



Objective : Increase visible diversity within senior leadership teams.



Target audience: Colleagues from the global majority with leadership potential

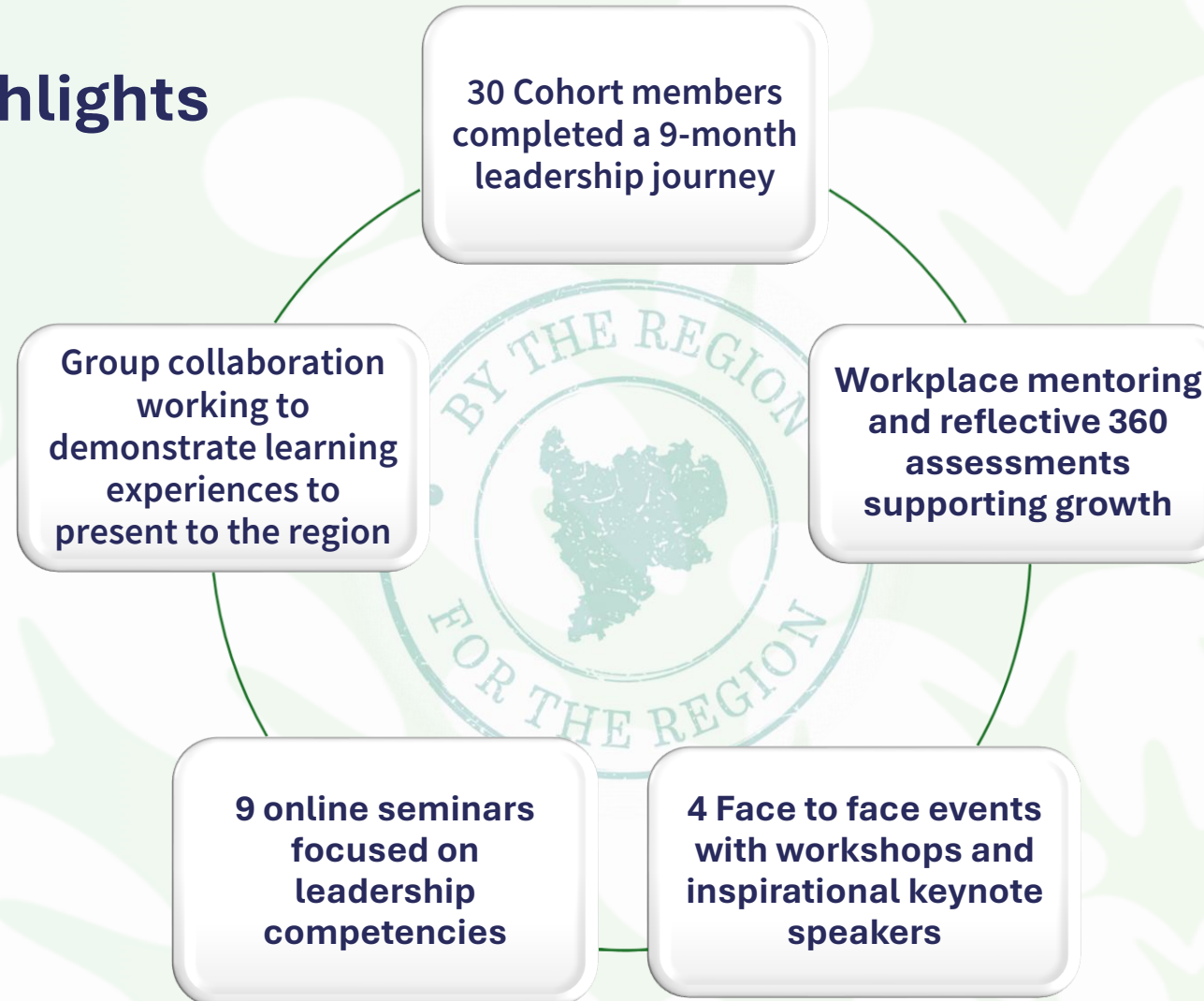


Impact: Designed to overcome barriers to career progression

Beyond Barriers

Leadership Development Programme

Programme Highlights



Other activity in the region



Diversity in Leadership Network meetings

Support Diversity in Leadership teams across East Midlands local authorities.
Collaborates to tackle operational challenges and share best practice.
Shapes regional and local strategies



From this the region formed:

Visibility in Leadership Network meetings

Creates a supportive and inclusive peer environment.
Provides a safe space for open dialogue.
Positively influences organisational culture and leadership practices.
Reviews local strategies and recommends regional approaches.



Annual Diversity in Leadership Conference

Brings the region together to share insights, challenges and best practice. Featuring workshops, networks chairs and the wider workforce. Strengthens collaboration to enhance visible diversity.



Agenda

9.00am

Registration & Refreshments

9.45- 10.15am

Welcome

Kirandip Kaur Gill- Chair, Visibility in Leadership Group
Colin Foster- Chair of Region

10.15- 11.15am

Guest keynote- Ashiedu Joel

11.15- 11.45am

Break

11.45-12.45pm

Lived Experiences

Narrative Alchemy

12.45–13.30pm

Lunch

13.30- 14.30pm

Workshops- Round 1

14.30- 15.30pm

Workshops- Round 2

15.30- 15.45pm

Break

15.45- 16.30pm

Next Steps

Kirandip Kaur Gill
Colin Foster

16.30pm

Close

This conference is a reflective space

"Do the best you can
until you know better.

Then when you know
better, do better."

Maya Angelou



Guest Keynote Speaker



Ashiedu Joel (PhD)

Diversity in Leadership: Leading with Courage, From Intention to Impact.

Ashiedu Joel (PhD)
Ashioma Consults



Leading With Courage – Intention to Impact



DIVERSITY DRIVES INNOVATION

LEADERSHIP THAT EMBRACES DIVERSITY SPARKS INNOVATION AND LEADS TO BETTER DECISIONS BY INCORPORATING VARIED PERSPECTIVES.



CHALLENGING BIASES BOLDLY

LEADING WITH COURAGE MEANS CONFRONTING BIASES AND PROMOTING INCLUSIVE PRACTICES FOR FAIR REPRESENTATION



FROM INTENTION TO IMPACT

INTENTIONAL ACTIONS, TRANSPARENCY AND ACCOUNTABILITY ARE CRUCIAL TO MOVE FROM INTENTION TO LASTING IMPACT IN LEADERSHIP.



Lived Experiences

Narrative
ALCHEMY



Workshop Activity Sessions

Round 1 - 13:30 to 14.30, Round 2- 14:30 to 15:30

- **Anti Racist Approaches**– Presented by Shaheen Parekh
Terrace Suite (Located around by the Restaurant)
- **Mental Health in Leadership**– Presented by Hetvi Parekh & Shareen Bashir
Acorn Suite 2- (Located second floor)
- **Intersectionality –Ethnicity & Gender**– Presented by Research in Practice
Rose Garden Suite (Located around by the Restaurant)
- **Prejudice & Perception**– Presented by Mandeep Sandhu Gritton & Kirandip Kaur Gill
Herb Garden Suite (Located around by the Restaurant)

Next steps



- 1 What key learning are you taking from today's event?**
- 2 What recommendations would you offer for regional improvement?**

Thank you for attending



Please complete the feedback form by scanning the QR code

Goodbye and have a safe onward journey