

Moving Up BAME

London Borough of Lambeth

Lambeth is one of 14 local authorities which make up inner London. It's a diverse and vibrant area, which is one of the most densely populated boroughs in London. Lambeth's communities include Waterloo in the north which is an area that has a world class arts and entertainment centre on the South Bank and a buzzing nightlife scene at Vauxhall. In the south, there is Lambeth's heart, Brixton, well known for its vibrant, multicultural communities and bustling markets.

Lambeth staff are committed to safeguarding and promoting the welfare of children and young people and vulnerable adults. Lambeth Adult Social Care is transforming as it progresses towards full integration of health and social care.

What did Lambeth hope to achieve from the Moving Up BAME programme?

Lambeth is committed to equality and has a diverse workforce, many of whom are from a minority ethnic background – in some way reflecting the community we serve. However, our workforce statistics suggest that the number of people from a BAME background at senior levels within the organisation could be improved. Our workforce strategy within our Adults and Health Directorate is aiming to build further on existing levels through developing senior managers from our own pool of talent.

We were keen to embark on a leadership programme for BAME managers that gives them the opportunity to network amongst peers outside the organisation, but also within the health and social care sector. We were particularly keen on the programme, given the uniqueness of the offer and we were not aware of a similar programme that could meet our aspirations whilst supporting our existing internal leadership scheme. We also felt that the Moving Up BAME programme through Skills for Care offered our participants the opportunity to not only develop themselves, but to also develop those who they manage or lead, or perhaps might mentor or coach in the future. It all helps to develop our internal leadership capability.

Were there any unexpected benefits from the Moving Up BAME Programme?

We had not considered in advance, the opportunity that this programme presented for Lambeth. It sent a very positive message to our workforce to reflect senior managers' commitment to equality and diversity.

Case study

Juliet Amoa, completed in 2017



Starting position:	Head of Service, Adult Social Care (with less than six months' experience and new in post)
Present position:	Current Head of Service, Adult Social Care

What were your main benefits from the programme?

- Increased confidence.
- Networking capabilities.
- Professional and personal reflection.

Best memory of the programme

- Style and mentoring of the facilitators.
- Be present, be yourself and bring yourself "make sure you're in the room" mentally and emotionally. Own who you are and understand that you are valued and your presence is powerful.

Finally, as an organisation, would you recommend the Moving Up BAME programme to others?

"What an exciting opportunity to help to develop, energise and equip BAME talent with the knowledge, skills and experience and importantly, the confidence to enhance their career so impacting on their organisation whilst realising their full potential."



I recommend the Moving Up programme to all BAME managers with the drive to succeed



Juliet Amoa