



Occupational Knowledge and Skills

Course Title: Leading Through Inclusion

Course Description:

This six month project, developed by Delsion an external consultancy organisation, aims to look at the effective and measurable impact of an organisational development approach to inclusion at a management level.

The project includes a review and a mentoring framework that will allow the positive impact of inclusion across the organisation to be captured.

The development activities will be based around:

- Leadership
- Resourcing
- Best practices

Intended Audience:

Project group members are invited from across the UHB. We are looking for 16-20 nominations from:

- Staff who work both clinically and in a non-clinical role and who have managerial responsibilities and an interest in this area of work based on personal experience within or outside of the workplace;
- Staff who work both clinically and in a non-clinical role and with managerial responsibilities who are in a position to share their experiences of changing practices or are in the process of changing practices;
- Staff who work both clinically and in a non-clinical role and who have managerial responsibilities and who are leads for equality related issues and are interested in sharing their expertise AND;
- Staff who work both clinically and in a non-clinical role and who have an interest in this area.

Course Objectives:

The objective will be to upskill and develop yourselves around all aspects of inclusion. This allows you as managers to focus on inclusion as a whole and is a move away from the traditional approach of inclusion.

Through this, the project aims to facilitate the promotion of an inclusive culture and environment in your teams and to allow yourselves to identify barriers, understand biases and fully appreciate the benefits around inclusion, including within your own development. It would also aim to support how you can be empowered to be inclusive in your roles.

Offering:

There are a number of models and interventions that Delsion uses that can support this including our *KEE model*, which is based around Knowledge, Empathy and Engagement.

Knowledge would include for example:

- Understanding the positive impact of inclusion on the organisation (business case)
- Understanding all aspects of what meaningful inclusion looks like

Empathy would include for example:

- Understanding all characteristics of exclusion/ inclusion
- Understanding the social models around each characteristic
- Understanding and overcoming biases:
- Relate to the impact of reasonable adjustments/ accessibility to allow individuals to be able to perform their work

Engagement would include for example:

- Identifying how to recognise certain attributes that could be preventing inclusion e.g. Mental Health, Dyslexia etc
- Understand how to signpost and pathways to support
- How to communicate and manage appropriately

The project would include:

- An evaluation of participants job roles, the identification of development needs around inclusion and that support should be in place over 6 months
- Availability of a number of bite-size learning sessions that will be available to all participants and others with an expressed interest in a particular topic.

Individuals will receive written confirmation of place reservations approximately 2 weeks prior to the study day. Nominating officers will receive confirmation by email

Known Dates:

Date	Venue	Course
5 November 2019 - 9.00am -1.00pm	Woodlands House-Ground floor-Cwm George	Leading Through Inclusion
11 November 2019 9.00am -1.00pm	Woodlands House-Ground floor-Cwm George	Leading Through Inclusion
3 December 2019 9.00am -1.00pm	Room 0.22 Cochrane Building, Ground Floor	Leading Through Inclusion
17 December 2019 9.00-17.00	Room 0.12 Cochrane Building, Ground Floor	Leading Through Inclusion

How to Apply:

Due to the implementation of ESR, booking forms are to be completed electronically, using the drop down lists in the form. Please note you must save this form to your computer and return as an attachment by E-mail. The Booking form can be located on the Intranet on the ESR pages>ESR forms>Training Application Booking form. Guidance Notes are provided with the form.

Additional Information:

For further information on the content of this course please contact Keithley Wilkinson on 02921 836434 or email@cardiff.wales.uk

For administration queries with this course please contact **Name** in the Learning, Education and Development department on Whitchurch 01873 6036 or email@wales.nhs.uk