



One minute guide

Leadership opportunities to support with building a diverse workforce



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Introduction

We are committed to the development of staff and want to provide an opportunity for those interested in Leadership and Management practices across the organisation. Delivering the objectives of the Nottinghamshire Plan requires strong leaders at all levels. The Nottinghamshire Way is an approach intended to create and sustain a positive and inclusive culture that reflects all our collective values and behaviours. The aim is to help us continue developing the key attributes and skills we need our leaders, managers, and employees to demonstrate and support the delivery of the Council Plan. Different activities across the council are designed to support us and strengthen our approach, to help us to deliver the Nottinghamshire Plan in the Nottinghamshire Way. The goals of the Nottinghamshire Way include:

- Developing a shared understanding of Nottinghamshire County Council's vision and goals
- Working together to deliver the Nottinghamshire Plan and improve outcomes for our residents
- Promoting an inclusive culture that reflects all our collective values and behaviours
- Promoting a culture where employees feel valued and empowered to share information and knowledge, build relationships, and recognise each other's achievements
- Building better and more effective collaboration and partnership working in practice
- Creating consistency in use of language, symbols and conversations across all departments
- Building on positives, including strength-based approaches and existing departmental change programmes
- Creating a cycle of continuous improvement
- Building greater confidence in leadership and management
- Building and maintaining personal and collective resilience
- Trusting people to act independently

The Aspirant Programme (for council staff)

The objective of the [Aspirant Programme](#) is to create opportunities to support further development. By creating the channels to invest in staff using the resources available to us, we will develop, enhance and enrich the work already being undertaken, developing the key attributes and skills we need to underpin the delivery of the Council Plan and create a pipeline of managers and leaders who can sustain future delivery for Nottinghamshire and its people. As a continuation of our Leadership Development Programme (LDP), launched in February 2022, we are creating opportunities to support the further development of staff through this Aspirant Programme. It is aimed at existing/new and aspiring managers and leaders. We have also supported this with a Leadership Experience programme and invited internal and external speakers to tell us their lived experiences. These events are supporting both the LDP and Aspirant programmes, are open to all and have been well received.

Mary Seacole programme – Leadership Academy

The [Mary Seacole programme](#) is for first time leaders in healthcare. It's for you if you are in a 'formal' position of leadership with responsibilities for people and services, and able to relate what you learn to your workplace. The Mary Seacole programme is six months long with 100 hours of online study, plus three full-day behavioural workshops currently delivered virtually. The programme is delivered nationally with multiple intakes a year, or you can check with your organisation if they deliver this through a local licence. [Visit the Leadership Academy website](#) for more details, course dates, and information on how to apply.

We particularly encourage all colleagues from underrepresented groups to consider all our leadership development offers.

Black and Asian Leadership Initiative (BALI)

The [Staff College](#) is committed to the development and embedding of equity, equality, diversity and inclusion principles into practice, by facilitating a greater understanding around inclusive leadership and cultural competence. The programmes are co-created and built around a shared sense of moral purpose, social value and compelling supporting narrative drawing from lived and living experience, underpinned by robust governance and accountability. The BALI programme is one of their longest standing programmes, established in 2012 to explore the obstacles and barriers global majority leaders face within the public sector. It provides a psychologically safe space to acknowledge challenges and explores ways to support growth, knowledge, and strategies to overcome challenges. BALI is delivered as a Global Majority safe space for participants which gives all participants the confidence to be themselves and have candid discussions without feeling a need to moderate their views for the comfort of others. Visit the site to [apply](#).

Further information

[Edward Jenner programme](#)

Additional links to information for council staff:

[Learning and development offer | Nottinghamshire County Council Intranet](#)

[Management and leadership development | Nottinghamshire County Council Intranet](#)

[Support for staff | Nottinghamshire County Council Intranet](#)

[Social Worker Career Pathway](#)

[Occupational Therapists career](#)

[Adult Social Care Social Workers](#)