



### **BAME – Shadowing Programme**

<b>Organisation name and purpose</b>	<p><b>BAME G6/7 SCS Shadowing Programme Registrations Open</b></p> <p>The second round of the BAME G6/7 - SCS Shadowing Programme is now open for registrations directly investing in the BAME leadership pipeline for senior roles. This programme is sponsored by Sir Jeremy Heywood and delivered by the cross-government Race to the Top G6/7 Network (G6/7 Race Network) in partnership with the FDA Union and actively supported by No 10.</p> <p>Over 300 BAME G6/7s benefitted last year with all those completing shadowing rating the learning impact as either very good or excellent. We are extremely grateful to all SCS colleagues, including Permanent Secretaries and Directors General, who enthusiastically provided these highly valuable learning opportunities making the real difference highlighted in participant testimonies and high evaluations.</p>
<b>Opportunity description(s)</b>	<p>BAME G6/7s are able to flexibly shadow a senior colleague in their own department or gain insight into senior leadership elsewhere. Participants shadow an SCS colleague for 2-3 days over a period of months allowing close hand observation of senior leadership in action with opportunities to discuss leadership approach, the complexities of senior roles and key success factors for leadership at the next level.</p> <p><b>Registration Process</b></p> <p>Please contact <a href="mailto:anita.bhalla@homeoffice.gsi.gov.uk">anita.bhalla@homeoffice.gsi.gov.uk</a> for <b>general queries</b> regarding the scheme.</p> <p>BAME G6/7s should email <a href="mailto:bernadette.thompson1@homeoffice.gsi.gov.uk">bernadette.thompson1@homeoffice.gsi.gov.uk</a> to <b>register</b> outlining grade and any preferences for shadowing along departmental, professional or regional lines. Participants must also confirm that they are part of the BAME community and should specify if they have enhanced security (SC or DV) clearance which can assist in matching certain roles.</p> <p><b>SCS volunteers</b> wishing to offer a shadowing opportunity should email <a href="mailto:equalitymatters@fda.org.uk">equalitymatters@fda.org.uk</a>. No ongoing commitment is</p>

	<p>expected of SCS volunteers beyond offering 2-3 days of shadowing during March-July 2018. However, SCS volunteers should only register if they will follow through with this level of commitment. It would be helpful if:</p> <p>* SCS volunteers based in regions stipulate if they are able to offer London in addition to regional shadowing; the vast majority of scheme applicants last year wished to shadow in London.</p> <p>* Any security clearance requirements for shadowing are outlined at the outset when registering</p> <p>Any SCS volunteers not initially matched in line with participant shadowing preferences will be held on a database to facilitate shadowing requests received on an ongoing basis during the year.</p>
<b>Preferred location (Town or City)</b>	National
<b>Key Skills Required</b>	None
<b>Date(s)/Duration:</b>	Register by 22 <sup>nd</sup> December 2017 for 2-3 days March to July 2018
<b>Contact information</b>	<a href="mailto:anita.bhalla@homeoffice.gsi.gov.uk">anita.bhalla@homeoffice.gsi.gov.uk</a> <a href="mailto:bernadette.thompson1@homeoffice.gsi.gov.uk">bernadette.thompson1@homeoffice.gsi.gov.uk</a>