

## **Changing Futures Bristol: Scope for System Leadership Training Programme**

### **What is Changing Futures (CF)?**

Bristol was chosen to deliver the [DLUHC Changing Futures programme](#), which is one of 15 areas nationally.

This ambitious new programme will support people facing multiple disadvantage, including discrimination, homelessness, domestic abuse, mental health, drug and alcohol and interactions with the criminal justice system.

The programme's aims are:

- To improve the way that local systems and services work for people experiencing multiple disadvantage who are traditionally not well served by services
- To use the learning from this to influence future government programmes and policy
- Promoting equality and diversity and co-production with people with lived experience are central to the programme

### **Bristol's Changing Futures programme**

Bristol City Council has been awarded £3.3m funding to test and deliver our local model, working collaboratively in a wide partnership of agencies and people with lived experience.

Second Step has been appointed as the Lead Delivery Partner.

The programme will build on the learning from Bristol's Lottery funded Golden Key (<https://www.goldenkeybristol.org.uk/who-are-we>) programme, wider good practice and partnership working.

### **Bristol's local vision**

Our vision is: 'people with multiple disadvantage are valued and empowered. They inspire and are inspired to have a life beyond services'.

### **Who will Bristol's programme work with?**

We have selected 3 priority groups:

- Young people from minoritised ethnic communities, where multiple disadvantage is compounded by discrimination
- Women experience domestic abuse
- People experiencing complex or compound trauma, and chronic homelessness

### **What will the programme do?**

- Working with our 3 priority groups, we will pilot and roll out a new model called My Team Around Me. This aims to radically transform the way people with multiple disadvantage experience services and improve their outcomes
- Carry out listening exercises with our 3 groups, to really understand their experiences
- Develop and embed a trauma-informed approach across the partnership
- Ensure that Equality, Diversity and Inclusion is at the heart of our work
- Work towards Gold Standard co-production principles with people with lived

experience of multiple disadvantage and develop a Lived Experience Learning Academy. This will involve expanding Independent Futures (<https://www.goldenkeybristol.org.uk/independent-futures>), and building relationships with diverse lived experience groups across the city

- Establish a Learning Hub to share and embed our learning across the partnership, and more widely
- Develop a data system, so we improve collection and use of data
- Be informed by local and national evaluation of the programme
- Lead to a multiple disadvantage strategy, for long-term sustainable change

### **Scope of System Leadership Training**

We want to run a **System Leadership programme** for the first 4-6 months (likely to start late spring/early summer 2022) for the Bristol Changing Futures Programme. This will be for all the key personnel in the programme, including those in the governance groups, and those with Lived Experience. The contract will also include some coaching for key personnel.

We will expect that groups of staff and people with lived experience will be formed to address agreed system issues. These groups will work together in an action learning approach with the training provider to test out and develop knowledge and skills in their projects.

#### **We are aiming for participants to gain:**

- Good grounding in system thinking
- Understanding of roles as leaders in enabling system change
- Where and how to start system projects
- Factors that enable system change, and what stops system change
- Acquire learning to apply directly into active system change projects/teams underway as part of Changing Futures

#### **To include:**

- Three taught half days for a wide group of CF, including Board members, staff, key personnel in the CF family, commissioners and key system players, approximately 70 - 100 people, virtually
- Consultancy to identified CF system change projects as part of the course
- Provide coaching and mentoring to our Programme Director, Senior Delivery Manager and our two System Change roles (who will be responsible for coaching and mentoring the various CF workstreams and groups)
- Reflections on how the course has gone
- Recommendations to the Board about further activities, if required
- Ensure that training content is informed by the local BNSSG NHS Peloton training and is also complementary to any national Changing Futures system change training

#### **Course content**

- Grounding in systems thinking/theories, especially when working with complex systems and with an understanding that our client group has multiple disadvantage

- What behaviours are required in systems spaces
- A range of different methods e.g., tutorial/ taught elements; keynote speakers, breakout rooms, systems theories, work to try out in between
- Grounded in and informed by equalities – with diverse presenters
- Possible use of our Lived Experience (multiple disadvantage) experts
- How to enable system change, what to consider, how to approach, how to maximise impact
- Reading list, podcasts etc. for people to take further
- Reference our Golden Key tools and products in the content where appropriate (<https://www.goldenkeybristol.org.uk/what-are-we-learning>)

## **Coaching**

Coaching for 4 roles, in 1:1 and group sessions, both face to face and virtually, for at least 12 months, with potential to extend into year two. Development plans for those individuals, to include learning support for the 2 system roles to coach and mentor others.

## **Who are we looking for?**

We are looking for an agency that is experienced and up to date on systems thinking and leadership training. They will be experienced in delivering online webinars to large groups as well as providing 1:1 coaching to develop individuals. They will be fully committed to equality, diversity and inclusion, demonstrating that this is fully integrated in their work, and value the voice of lived experience. They will have the time and resource, adaptability, and the capacity to work with us on this programme.

**Start date:** May 2022

## **Process**

We hope you are excited about working with us in Bristol.

Please submit a maximum four-page proposal to:

Kristine Bloor [kristine.bloor@changingfuturesbristol.co.uk](mailto:kristine.bloor@changingfuturesbristol.co.uk)

Please include in your outline proposal: your approach; your experience; your costs and any added value you bring. Please include the names of two relevant references, which we will contact if you are successful.

**Closing Date: 16 March 2022 at 5pm**

**For further information:** Contact [ailen.edwards@second-step.co.uk](mailto:ailen.edwards@second-step.co.uk) for an informal chat.