

be a leader 



Easy Read Report



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Personal Social Services Research Unit



be seen · be heard · belong

NIHR | Applied Research Collaboration
Kent, Surrey and Sussex

About the Be A Leader Training



Be A Leader is leadership training for people with learning difficulties in Kent and Medway.



Six learners started the training in September 2022.



They finished the training in July 2023.



A co-learner joined the course too. They were someone the learner already knew.

The co-learner joined to learn from the training and to support the learner.

The co-learner was someone the learner knew well.



The training was provided by leaders who have a learning difficulty and trainers who do not have learning difficulties.



At the end of the training everyone wrote their vision and goals- a project they wanted to be a leader of.

About the evaluation of the training



There was an evaluation of the training course.

Evaluation means finding out if and how something worked.



The evaluation was paid for by the Applied Research Collaboration in Kent, Surrey and Sussex.

The evaluation was done by Lisa Richardson and Daniel Marsden.



We spoke to the learners and co-learners to ask what they thought about doing the Be A Leader training.

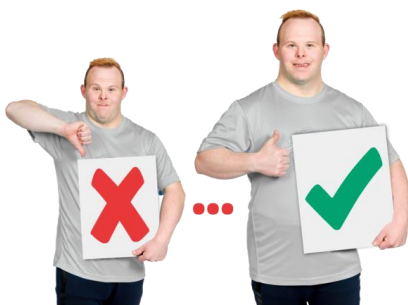
We asked how doing the training had helped the learners to become leaders.



We also asked the trainers what it was like for them running the course.

We also talked to the trainers about how the training could be better in the future.

What we found out



Before they started the training the learners knew they wanted to change something in their lives or in services in Kent.

They wanted to make things better for themselves and others.



Everyone was happy with the support they had on the training.

They thought the trainers had good skills.

They thought the training was inclusive.



Learners thought it was important that they were trained by leaders who have a learning difficulty.

They learned a lot from their experiences, including how they came to be leaders themselves.



Confident

Learners were proud of finishing the course.

They felt more confident.

They said they understood more about what it means to be a leader.



Everyone started working on their vision and goals.

It was hard to keep this work going when the course finished.

Sometimes things got in the way too. It could be hard to find people to give them a chance or to get the right support.

It was upsetting for some people when it got hard to work on their goals.

For other people they accepted it was going to take time. But they would not give up on their vision.



Some learners took up new paid opportunities in teaching future health staff.



One person as a chair for a Transformation Partnership in the local NHS Trust.



The trainers said the training went well. But there were things that were hard too. For example, when people had disagreements.



At the end they were proud of the Be A Leader training and how it had helped people.



The course was good for lots of the learners.

Some learners and trainers said the course was not right for everyone.

What needs to happen next



It would be a good idea to give more people with learning difficulties a chance to become leaders.



It is important that people can lead in their own lives before they can lead projects and other people.



More people with learning difficulties should be supported to learn how to lead in their own lives.

Leading in your own life means deciding on the life you want and taking action to make this happen.



After people become leaders in their own lives, they may want to learn more about leading people or projects.

Instead of one long training course they could do this in stages. This will help people to learn at their own pace.

How to find out more about the Be A Leader training



There is more information about Be A Leader on the website:

<https://www.bemix.org/leadership-training>

If you have questions about Be A Leader you can contact-

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