



Pilot evaluation of the Be A Leader Leadership Training for people with learning disabilities

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About Be A Leader Leadership Training

Be A Leader is a leadership training course for people with learning disabilities in Kent and Medway. The first group of learners began training in September 2022 and graduated in July 2023. The evaluation of the Be A Leader course focused on the experiences of the learners and co-learners to understand whether the course was acceptable, the barriers and facilitators to learning and how it prepares them for leadership. The course trainers provided insights into the feasibility of delivering the course and adaptations that could be made for future groups.

Highlights

- Prior to the course learners were motivated by the potential to bring about change in their lives and within the service systems locally.
- Some learners found it hard to identify a co-learner to join the course with them and some co-learners left the course part way through due to employment issues.
- The structure and support available during the course was commended, all learners were positive about the skills and contributions of the training team and found it to be an inclusive environment.
- Learners completed the course with a sense of achievement, increased confidence and clarity around the attributes and activities of a leader. They also begun working towards their vision and goals (something they wanted to lead on).
- Following the course learners found it hard to work towards their goals and some lost motivation. The need for additional support was recognised and responded to. Becoming a leader was seen as a long journey.
- Some learners took up new paid opportunities in teaching future health staff and one person as a chair for a Transformation Partnership in the local NHS Trust.



Conclusion

Overall, the course was found to be feasible to deliver and acceptable to the learners. Though everyone felt they had developed through the training, learners, co-learners and trainers noted that the nature of the course was not suited to everyone.

Public and Community Involvement:

There has been Public Involvement throughout the project for the following activities:

- Co-delivery of the training
- Design of the evaluation
- Design of the interview questions and approach
- Reviewing the main report findings
- Co-writing a peer reviewed publication for a Journal
- We will also co-present the work (see below)

Dissemination:

The project findings and next steps will be shared in a keynote presentation at the Kent, Sussex and Surrey Learning Disability Community of Practice and Good Lives Research Network Conference.

What's next?

- Utilising an ARC KSS Bridging award we have co-designed a revised tiered approach to the leadership training to offer learners greater flexibility in developing as a leader.
- The revised training will support the capacity development and learning needs of future Oliver McGowan Mandatory Learning Disability and Autism Training trainers and others. This work will be led by Bemix and Daniel Marsden, CCCU.

Publications

[Be A Leader easy read report](#)

[Be A Leader Evaluation Report](#)