

LeadersPlus

Impact Report NHS Fellowship 2024



About the Leaders Plus NHS Fellowship

The Leaders Plus NHS Fellowship supports parents working in the NHS in both clinical and non clinical roles to progress their careers whilst being a present parent at home. It is a 6 month Fellowship delivered via in person and online modules.

Leaders Plus Impact Methodology

The impact data is based on

- Comparison of self assessed statements and questions (scored from 1-10). The data is gathered via a baseline survey completed at the start of the programme and an impact survey completed at the end of the programme.
- Direct questions in the impact evaluation survey.

Overall Impact: 100% of Participants reported that the programme had a positive impact with 64% stating a highly positive impact.

Impact on Career Progression

71% of Fellows were promoted or made significant steps towards securing a more senior role during the Fellowship. 100% said the Fellowship made a contribution of to this.

Between the beginning and end of the programme:

74% got a pay rise
(average of the
increases was 15%)

90% reported an
increase in confidence
about applying for a
job at the next level of
seniority. The average
increase is 120%

100% have taken
proactive action to
progress their career
during the
programme

95% would put
themselves
forward for an
internal
promotion

93% reported an increase in having a strong professional network of peers that supports them to develop their leadership career while balancing looking after their family. The average increase was 136%

71% have proactively pursued a new opportunity that they wouldn't have considered without the Fellowship.

The fellowship has made me more confident and able to come out of the competency trap that I was in. I have been more strategic in the roles and projects I have accepted and as a result seen an improvement in my career trajectory that have been remarked on by the senior leadership within my organisation.

Impact on Retention and Performance

Reported increase in

ENGAGEMENT
(74% of participants)



**EFFECTIVE TIME
MANAGEMENT**
(66% average)



PRODUCTIVITY
(71% of participants)

95% said their participation in the programme improved their ability to perform their role to their highest potential.

93% of Fellows were more confident to ask their line manager for a change in working conditions that would help them balance work and family life better, should they need it. Average of 113% more confident.

Of the Fellows that reported a 7 or above in being close to burnout at the beginning of the Fellowship, 100% felt further away from burnout by the end of the Fellowship. The average decrease amongst these Fellows was 45%.

100% of the Fellows who reported that their flexible working request was not meeting their needs at the beginning of the Fellowship reported it was by the end.

83% of Fellows said they would rather stay than leave their Trust.

On average Fellows were 40% more likely to recommend their employer to other working parents.

The Fellowship improved my confidence and motivation at work and therefore made me happier at home before and after a working day

Impact on Wellbeing and Work Life Balance



95% said their participation in the programme had led to improvement in their work/life balance.



98% said their participation in the programme contributed to an improvement in their overall wellbeing.

I know what my goal is and that having a senior leadership role whilst being a parent is ok.



81% felt less overwhelmed about combining an ambitious career with family life. On average they felt 38% less overwhelmed.

I am more confident in becoming more senior and having the skills needed to continue my career progression.