

Information pack

Exploring representation of the global majority in leadership for movement, in Greater Manchester

A personal development offer hosted by Manchester Community Central on behalf of 10GM, in partnership with GM Moving, for 15 people from global majority backgrounds to explore the lack of representation in leadership in the sports and physical activity sector in a safe, protected space. .



A joint venture to support the local VCSE sector in Greater Manchester



Background

There is a lack of racial diversity in leadership in the sports and physical activity sector in Greater Manchester. **Equalities data** from leadership programmes indicates a lack of people from racially minoritised backgrounds involved in leadership opportunities. This leads to a lack of voice and representation for these groups.

We need more spaces for people to connect and explore how to challenge the barriers that exist in the system, to grow the voice and representation for people from global majority groups in decision-making spaces. For more context, see our blog post '**Unlocking Leadership Potential in Greater Manchester: Advancing Racial Equity in the Sport and Physical Activity Workforce**'.

About

From October 2025 to April 2026, we will bring together a cohort of 15 developing leaders from global majority backgrounds once a month, to explore representation in leadership in a protected space.

Alongside this we will offer access to mentorship, relevant workshops and networking opportunities, a small fund to help shape your own personal development and signpost to pathways and opportunities to influence change in Greater Manchester.

This is not a formal learning or leadership programme. Leadership programmes such as GMCA's **We Lead for Legacy**: 2025 Greater Manchester Civic Leadership programme and Sporting Equals' **Leaderboard** programme already exist. This opportunity is informed by learning from these and 10GM's VCSE **Workforce Development** emerging leader's programme.

We are instead offering a chance to explore and connect with a group of people with similar goals and create space to think about your place and role in local influencing.

The aim is to foster a network of developing leaders who are committed to inclusivity and who can influence decision-making at all levels of the sports and physical activity ecosystem.

We recognise that the barriers to leadership come from within the system. We will also host an anti-racism workshop targeted at senior leaders within the sports and physical activity sector, on holding difficult conversations and managing culture change.

Drop-in information webinars:



12:00 Wednesday 27 August 2025



12:00 Wednesday 17 September 2025

Travel expenses to all in-person events will be reimbursed

Who is it for?

We are looking for people:



From racialised backgrounds in the community sector workforce for movement



Who work or volunteer to help people live more active lives in Greater Manchester



Who are not in senior leadership positions



Who have experienced barriers to leadership

If this sounds like you then we encourage you to apply. If it sounds like someone you know, please share and encourage them.

Monthly peer support and discussion space

You will participate in a monthly facilitated peer support space. The sessions will be informed by anti-oppressive practice and you will sometimes be joined by guest speakers from the global majority.

The sessions will usually be held in the morning of the last Wednesday of the month (excluding the December session taking place earlier in the month). In addition, we will host two optional networking events.

We welcome suggestions for discussion topics.

These are likely to include:

- ✓ The relationship between race, racism and sport: explaining current systems and understanding barriers
- ✓ Tackling inequalities: women and girls breaking the barriers with Khadija Patel
- ✓ Wellbeing and self-care, understanding your role and how to use your experience to thrive
- ✓ Positive examples of collaborative leadership and collective action
- ✓ Raising your profile and influencing through storytelling

Key dates

OCT

29

Welcome session: meet the facilitators

In person

NOV

26

Facilitated peer support session inc. workshop

In person

DEC

17

Facilitated peer support space

Online

JAN

28

Facilitated peer support session inc. workshop

In person

FEB

25

Facilitated peer support space

Online

MAR

25

Facilitated peer support space

Online

APR

29

End of programme sharing event

In person

JUL

29

Facilitated check-in for reflection and catch-up

Online

Mentoring and personal development budget

You will have access to three one-to-one or group mentoring sessions with a leader from the global majority in the sport and physical activity sector. Meetings will take place at a mutually agreed time, for example:

1

First meeting in November 2025 (including discussion on how you plan to use your £400 personal development budget)*

2

Second meeting in January 2026

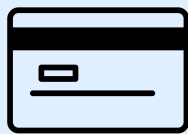
3

Final meeting in March 2026 (including a discussion on pathways and influencing opportunities)

£400 is available to each participant to spend on their own personal development. Activities will be unique to everyone and are to be agreed with your mentor. For example, it could cover:



Self care
and
wellbeing



Personal
expenses
that allow
you to take
leadership
actions



Piloting a
new idea or
initiative in
your
community











Training to
increase
skills and
knowledge

Pathways and opportunities






There is no fixed pathway following this programme.

However, throughout we will collate and promote opportunities for participants to lead and influence in Greater Manchester decision-making spaces.

Opportunities we are exploring with GM Moving include:

-  Having a role to play at the next GM Moving Conference, including co-design, participating & influencing decision making
-  Requesting that existing networks and boards include opportunities for participants to influence:
 -  GM Moving Partnership Board
 -  GM Moving Place Accountability Group
 -  GM Moving Tackling Inequalities Network
 -  GM Moving Volunteering in Sports Community of Practice
 -  GM Moving Sports Connect Forum
 -  GM Moving Leadership Development approach

Opportunities we are exploring with Macc/10GM include:

-  Speaker and facilitation roles at Manchester Community Central and 10GM voluntary sector events
-  JCI Board
-  Support to widen VCSE representation in boards such as HDRC Manchester Steering Group, GMCA Tackling Inequalities Board, GM Public and Community Involvement and Engagement Forum, The Health & Wellbeing Alliance
-  Host a policy briefing webinar, promotion of a written policy influencing piece
-  Signposting to Trusteeships, commissioning panels, influencing boards, professional roles

How to apply

To apply, please respond to the following questions, through one of the following methods:

- Email your written answers to omairia.bibi@macc.org.uk
- Record your answers as a voice note and send via WhatsApp to Omairia on 07407637624
- Call, email or message Omairia to arrange a time to answer the questions over the telephone



What is your full name, preferred name and pronouns?



What are your contact details?



Which global majority community do you identify with? For example, Asian, Asian British (Indian, Pakistani, Bangladeshi, Chinese), Arab, Black, African, Caribbean, Black British, mixed Heritage or multiple ethnic groups, or feel free to use your own wording.



What are you currently doing to encourage active lives in Greater Manchester? Please give an example of your work in this space in no more than 200 words.



How do you feel this programme will help you to have more influence? Please write no more than 200 words



What are your hopes in applying for this programme? Please write no more than 200 words.



Are you available for all dates proposed?



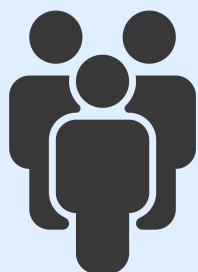
Application deadline: Midnight **Sunday 21 September 2025**

For support please contact: omairia.bibi@macc.org.uk

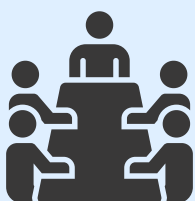
If you have been shortlisted, we will contact you no later than Wednesday 15 October 2025. Please note the first session will be on Wednesday 29 October 2025.

If you are not shortlisted, we will offer feedback and with your permission, share information about relevant open leadership and learning events, opportunities, and resources.

Decision making



A shortlisting panel of three people, all from global majority backgrounds who've been involved in leadership opportunities and are connected to the community sector for movement will review all applications and create a shortlist of no more than 30 applicants.



A selection meeting will take place with at least **five project sounding board members** drawn from the wider leadership diversity, movement, sport and physical activity sectors, at least 75% of which will be from global majority backgrounds, **to select 15 participants.**

Our sounding board includes:



Umar Ahmed (he/him), Active Adults Equalities Lead, GM Moving



Ajisatu Emore, GM Equalities Alliance Partnership Coordinator, Voluntary Sector North West (VSNW)



Isaac Samuels (they/them), People's Voice Media



Khadija Patel, Founder and Director of Krimmz Girls Youth Club



Lesmond Taylor, Health and Wellbeing Manager, Caribbean & African Health Network



Naz Khan (she/her), Founder and Director, Bike It Walk it CIC



Adil Mohammed Javed, Founder and CEO, Alchemy Arts



Claire Tomkinson (she/her), Strategic Lead, People and Leadership, GM Moving



Rehana Begum (She/Her), CEO & Company Secretary Diversity Matters NW.

Commitment required

Wednesday

One Wednesday
per month,
from Oct '25 -
Apr '26

It's a requirement that you ensure your availability for the proposed dates. We also ask that your participation is approved & ideally encouraged by your manager/supervisor/employer, where applicable. We can help you negotiate & advocate on your behalf if required.

We believe that



the insight and learning people share is valuable and helps make better, more inclusive processes and decisions. Wherever possible, Macc acknowledge the contribution made to our work by 'experts by experience' through our Participation Gratuities Policy and process.

What will you gain?



An inclusive and safe space to explore barriers to leadership and how to navigate racism in the physical activity sector



Increased confidence in your ability to influence or advocate for change within your community or workplace



Stronger connections to people living with experiences of inequalities, who are working to increase the diversity of leadership in the sector

How to contact us

Get in touch with Omairia Bibi (Collaboration Project Worker, Macc)



omairia.bibi@macc.org.uk



07407637624
