LeadersPlus

Impact Report
NHS Fellowship 2025

Leadersplus.org

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 84% stating a highly positive impact.

Impact on Career Progression

70% 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:

49% got a pay rise (average of the increases was 11%)

89% reported an increase in confidence about applying for a job at the next level of seniority. The average increase is 156%

95% have taken proactive action to progress their career during the programme

95% would put themself forward for an internal promotion

92% 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 157%

78% have proactively pursued a new opportunity that they wouldn't have considered without the Fellowship.

The NHS fellowship was life changing. Allowing me to develop skills to take up space, explore opportunities & develop my network. Sharing ideas with like minded people was very refreshing. The openness and honesty of the group was highly impactful.

Emily Rashleigh, ED Registrar

Impact on Retention and Performance

Reported increase in

ENGAGEMENT
(65% of participants)

EFFECTIVE TIME MANAGEMENT
(92% of participants)

PRODUCTIVITY
(75% of participants)

97% said their participation in the programme improved their ability to perform their role to their highest potential.

86% 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 **140% 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%.

Of the Fellows that received a new flexible working arrangement during the Fellowship, **100%** cited the Fellowship as supporting them in negotiating this.

At the end of the programme **84% of Fellows consider themselves an excellent role model** for other working parents (compared to 19% at the start of the programme).

70% reported an increase in **introducing changes** in, or influencing their organisation to, better support working parents

Impact on Wellbeing and Work Life Balance

86% said their participation in the programme had led to improvement in their work/life balance.

97% said their participation in the programme contributed to an improvement in their overall wellbeing.

97% said their participation in the programme led to them being more present at home.

86% felt less overwhelmed about combining an ambitious career with family life. On average they felt 38% less overwhelmed.

The programme is an amazing confidence booster which had a really positive impact on both my work & home life. Instilling such continued career aspirations for working parents will likely improve society as a whole.

Rachael Brown, Macmillan Therapy Team Lead