

WOMEN OF COLOUR NETWORK NEWSLETTER

OCTOBER 2025

NEWS

NHS WOMEN OF COLOUR CONFERENCE 2025 - STILL I RISE

Here They Are! The official photos and video from the unforgettable NHS Women of Colour Conference 2025 - Still I RISE are finally here, and they are everything we hoped for and more!

With the powerful theme "Still I RISE," the day was a celebration of strength, sisterhood, and unstoppable leadership. From inspiring keynote talks and energising workshops to deep conversations and joyful networking, every moment reflected the brilliance and importance of women of colour across the NHS in London.

Now, four months on, we are still feeling the energy. We are holding tight to the memories, the momentum, and most importantly the new relationships that continue to grow.

So, grab a cuppa, press play, and relive the magic - We hope these highlights bring back the joy and remind you: you are powerful, you are connected, and you still RISE.



[Click here
to view,](#)



UPDATES



UPDATE ON THE MARY SEACOLE PROGRAMME OFFER

In July, we launched our exclusive Women of Colour Network offer for 20 spaces on the Mary Seacole Programme, which generated an impressive 67 applications, leading us to close applications 2 weeks earlier than planned. While we were excited to begin the programme this October, a recently introduced organisational spend moratorium has meant that all programmes, including this one, are temporarily paused. We are actively engaging with decision-makers and remain hopeful for a December start date. We truly value the enthusiasm and patience shown by applicants and will share further updates as soon as we are able.

OPPORTUNITIES

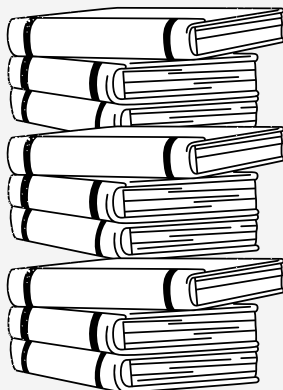
WOMEN OF COLOUR MENTORING PROGRAMME

Don't miss out: Join our Women of Colour Mentoring Programme

In July, at the NHS Women of Colour Conference 2025: Still I Rise, we launched a new mentoring programme. This initiative is designed to connect Women of Colour across the NHS in London, offering guidance, support, and a space to share lived experiences.

Whether you'd like to grow as a mentee or share your journey as a mentor, this is your chance to be part of something powerful. You don't need to be a senior leader to mentor, every experience matters.

[Register here to be a mentor or mentee](#)



THE LEADERSHIP LEARNING ZONE

We know how important it is for clinicians and leaders at all levels to keep their skills updated to inspire and lead their teams. Equally, we understand how crucial it is for you to personally improve your skills and effectiveness.

The Leadership Learning Zone is a flexible e-learning resource that takes a learner on an interactive exploration of key areas of leadership development. This resource is equally relevant to learners who are just starting in their careers as well as experienced managers who want to consolidate their leadership capabilities

[Register for free here](#)

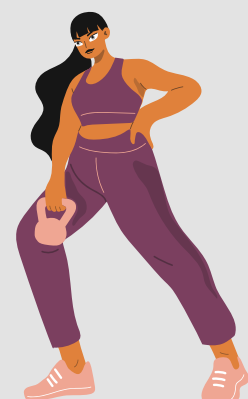
FROM POTENTIAL TO POWER

A Leadership Journey for NHS Women of Colour (Bands 4-6)
[Dates TBC](#)

A bold and inspiring 6-week development programme designed to empower women of colour in the NHS, specifically at Bands 4-6. Through tailored coaching, peer learning, and practical tools, this transformational journey helps participants build confidence, sharpen leadership skills, and take meaningful steps toward career progression. From personal branding to interview mastery, networking to resilience — you'll walk away with a clear, powerful roadmap to leadership.

Step into your power. Own your future.

More details to follow!



LAUNCH OF CORE MANAGERS PROGRAMME: SEXUAL SAFETY IN HEALTHCARE

The profile of sexual safety at work has never been greater. During 2025, the People & Culture EDI Team, in NHSE London has been developing a course to support line managers and supervisors not only how to respond to unwanted, inappropriate, and/or harmful sexual behaviours within the workplace, but also how to create environments that lessen and eventually eliminate the incidences.

Our Sexual Safety in Healthcare course provides a comprehensive learning and development experience.

If you would like to learn more please click [here](#)

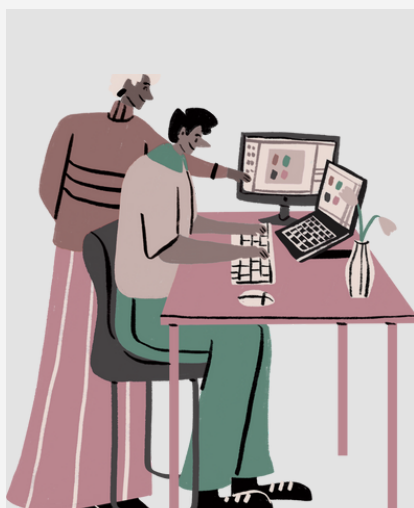


COACHING AND MENTORING HUB

Are you looking for a coach, or a mentor? are you a qualified coach or a mentor and have capacity to offer your time to NHS staff?

Please sign up to the Hub: [C&M Hub](#)

Coaching and mentoring are valuable one-to-one development opportunities that help NHS staff unlock their potential, build resilience, and thrive at work. Coaching offers a thought-provoking space to improve self-awareness, focus, and leadership skills, while mentoring provides guidance, shared experience, and practical support to navigate challenges and career pathways. Together, they enable staff to strengthen performance, enhance relationships, and maintain a healthy work-life balance. Whether through short focused sessions or longer-term support, coaching and mentoring empower NHS colleagues to grow in confidence, adapt to change, and achieve both personal and professional goals.



EMPOWERMENT CIRCLE

At our last Network session in July, we held a debriefing for participants to share their joys, celebrations and struggles, fostering a supportive atmosphere. We then introduced the Empowerment Circle (formerly known as the Wobble Room), following feedback from members who felt the original name carried a negative connotations. After a poll, Empowerment Circle was the top choice, reflecting the positive, uplifting purpose of these sessions. This is a safe, judgment-free space for open dialogue and active listening, where Chatham House rules apply - allowing conversations to remain confidential. The Empowerment Circle runs every last Tuesday of the month from 2-2:45 PM and every 2nd Wednesday from 10-10:45 AM. They have been a great success so far with lots of engagement from members. Due to work commitment and pressures, Kay and I cannot always facilitate, so we would really welcome volunteers to help lead future sessions. If you're interested, please get in touch with Bhavika.



FREE WORKSHOP: BHM 2025



Dr Rantimi Ayodele is hosting a free workshop during Black History Month called Redefining Strength: Healing Leadership for Women of the Global Majority. It's a 90-minute session for Women of the Global Majority in leadership who are tired of carrying the "strong woman" narrative. Together we'll explore what it costs us, and how to build a new kind of strength—rooted in rest, truth, and community. This is a chance to breathe, reflect, and practise tools that help us lead without the armour. It's honest, practical, and a reminder that strength doesn't have to mean exhaustion.

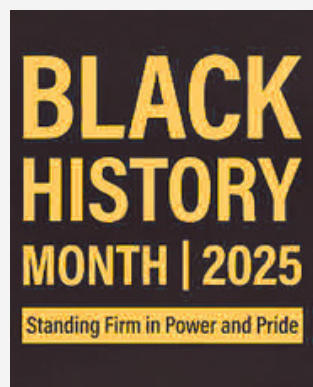
📅 Thursday 9 October | 7:30 PM
📍 Online
🆓 Free

I'd love for you to join and also to share it to the Women of Colour Network
Here's the link to register:
<https://www.ladysurgeonboss.com/redefiningstrength>

NOMINATE YOUR BLACK STARS THIS BLACK HISTORY MONTH

★ Black History Month - Standing Firm in Power and Pride ★

This October, we're celebrating the heroes, heroines, and everyday inspirations within our NHS, ICBs, and health and social care sectors. We invite you to nominate your Black Stars - those who have inspired you through their leadership, compassion, or impact. Throughout the month, we'll be highlighting nominees each week to recognise and honour their contributions. Nominate today and help us shine a light on those standing firm in power and pride.
[Click here to go to nomination form](#)



save the date

UPCOMING NETWORK SESSIONS

14th October 2025

October is Breast cancer Awareness month and our guest speaker is Bhavika Patel.

Bhavika will offer the audience an insight into her lived experience on this very important subject.

2nd December 2025

This session will serve as a decompression opportunity, allowing everyone to engage in open discussions and check in on how everyone is feeling.

Please share this newsletter with colleagues and encourage them to join the network mailing list to keep updated with future news and events. The link to join is below:

[Women of Colour Leadership Network – London Leadership Academy](#)

Our next newsletter will be sent out in January 2026

Kay & Bhavika