

# Q-STEP SUMMER INTERNSHIPS 2021

## Pankhurst Trust - Setting Diversity and Inclusion targets for GM - Pankhurst Coaching service

### Organisation and Team

Pankhurst Trust: Queen Bee Coaching a totally volunteer delivered service of the Pankhurst Trust

Pankhurst Trust Centre, 62 Nelson Street,  
Manchester M13 9WP

### Selection Method

Written CV, cover letter and academic referee followed by an interview

### Application Criteria

#### Essential:

- Work with QBC as a partner to refine the question - patience! and ability to ask questions until THE question is defined
- Commitment to the task - reliable/available/communicative
- Ability to communicate to a high standard in writing and graphics
- Ability to communicate well on the phone and in virtual meetings
- Ability to ask for help in order that problems get resolved
- Ability to work as a part of a team and also to progress on own
- Basic Understanding of data sources and how to access

#### Desirable:

- Experience/understanding of equality characteristics data
- Understanding and reading around the challenge of the use of 'working class' as a definition

### Project Outline

Queen Bee Coaching is about providing coaching to women who have demonstrated leadership to improve their skills and confidence, move into positions of power and accelerate their positive impact on society. In everything we do, we seek to ensure the service reflects the diversity, demographics and dynamism of Greater Manchester.

We need help with describing and setting appropriate targets; We aim to provide coaches who reflect the diversity of GM women to a similar client group, governed by a similar Steering Group and supported by a similar development team.

Where does the most up to date information come from?

Do we set targets by each of the 10 Boroughs?

How do we measure for working class?

How do we encourage all clients/coaches etc to complete our diversity form in order that we can count and utilise as part of ongoing quality assurance and evaluation?

### Key Words

Women/Leadership/Diversity and Inclusion/Working Class/Greater Manchester/Targets/Measuring/Monitoring

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### Practical Considerations

QBC operates virtually and we should assume that this project will.

8 week internship

### Support and Training

Weekly support by lead and small team

### Supporting information

QBC web page <https://pankhurstprojects.org/queenbeecoaching/>

Info doc. <https://drive.google.com/file/d/1R-l7m0qHPMTecFX8M2KJ11Ai471OTpLT/view?usp=sharing>