Baroness Tanni Grey-Thompson DBE, Leadership 20:20 Panel

- Baroness Grey-Thompson has a background in sport – competing and the politics side. Leadership is very important in sport.
- Leadership 20:20 is a really strong piece of work of which Tanni is now chair.
- There are 5 recommendations from Leadership 20:20:
  1. Redressing inequalities in Civil Society through opening up effective pathways.
  2. A strengthening of foresight efforts within the sector through bringing together networks of emerging leaders.
  3. A sector wide development framework.
  4. A policy change from funders and commissioners to include management and leadership development components in funding agreements and/or monitoring, to ensure future success and sustainability.
  5. Encouraging mobility of leaders across sectors.
- We all need to make a difference. The benefits are great if we can get it right.

Dame Mary Marsh, Clore Social Leadership Programme

- Dame Mary Marsh was recently appointed by Nick Hurd MP to lead a review on the critical skills gap in the sector.
- Leadership capability is a problem across the UK, leadership capacity should be developed in all sectors.
- We are experiencing an unprecedented rate and scale of change and the capacity to respond is getting less and less. This requires different capabilities in our leaders. Leaders need to deal with frontline delivery and the challenge of change in Government and the sector. Nothing is normal anymore and we need to adapt to that.
- People need to be enterprising, innovative and flexible. Inter-personal skills are also important.
- Leaders in the sector need to be flexible to change, and look to be more data-driven and harder edged in their approach.
- Leaders in the sector aren’t always from the sector.
- As a leader in the social sector, it’s your life and journey. It’s important to know where you are in your development and who you are working with. You are responsible for your own development.
- Know yourself, be yourself, look after yourself.

Rowena Lewis, Leadership 20:20 and Clore Social Leadership Programme

- Rowena Lewis is also Director of Fundraising for Gingerbread and wrote ‘Close to Parity: challenging the voluntary sector to smash the glass ceiling’.
- Two things became clear from the research:
  1. We would like to see a more representative leadership as we have a diverse workforce – the glass ceiling need to be smashed.
  2. We need more clear pathways for leadership and we need to see more around collaboration. As a sector we lack a cohesive voice.
The voluntary sector is 68% female. With regards to small charities 43% are run by women but this drops to 27% for larger charities.

There is also a 16% pay gap between male and female CEO’s.

The solution is that we need a better understanding in the sector. We need to see more of chairs and trustees and they need to take action.

80% of sector leaders are imported from the private and public sectors, there should be more support in the voluntary sector. The Clore Leadership Programme is a fine example of such support.

Leadership is not representative and we need to challenge that. We can do it as a sector and indeed we are the best placed people to do it.

About the APPG on Civil Society

The All Party Parliamentary Group on Civil Society and Volunteering exists to provide a forum for discussing issues affecting the voluntary and community sector with Parliamentarians from across the political spectrum.

How to get involved?

- Come to a meeting (details below)
- Join the group - APPG members get advance notice of all of our sessions as well as an invitation to our Christmas Parliamentary Reception. E mail for details
- Give us a call, visit our website or follow us on twitter

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E mail: [civilsocietyappg@ncvo-vol.org.uk](mailto:civilsocietyappg@ncvo-vol.org.uk) Twitter: #appgcs

Future Meetings

- 30\(^{th}\) April 2013 – Challenges facing UK charities.
- 25\(^{th}\) June 2013 – AGM and Minister for Civil Society

Please RSVP to Alison Evans on [civilsocietyappg@ncvo-vol.org.uk](mailto:civilsocietyappg@ncvo-vol.org.uk) or telephone 020 7520 2473.