

Methodology and design process.

Building the toolkit: Our co-produced process

This toolkit was created by bringing together young people, practitioners, and researchers.

The work was led by Dr Jamie Crowther and Dr Jennifer Hall from Born in Bradford. It built on their youth leadership work in the JU:MP programme.

They worked with a Youth Advisory Group from across Bradford. They also worked with a steering group, which included Dr Sally Barber, Dr Sufyan Abid Dogra, and Nazaket Ali from Bradford Children's and Families Trust.

The toolkit was developed in two connected phases.

The next pages explain what happened in each phase, who was involved, and what the work produced.



Co-production phase 1: Learning from existing leadership programmes

First, we looked at physical activity leadership programmes that already existed in England.

We wanted to understand how these programmes supported young women and gender-diverse young people aged 16 to 25.

We focused on programmes that:

- included physical activity leadership as a main aim
- worked with young women and gender-diverse young people aged 16 to 25
- had been delivered between 2014 and 2025

We looked at what these programmes did well, and where they could do more to support inclusion.

How did we do it: our four-step process

Find programmes

Online searches and recommendations from the sector

→

Speak to organisations

Short conversations to check fit

→

Explore the programme in more detail

If the programme fits, we asked more detailed questions

→

Review documents where needed

Websites, reports & social media

↓

We mapped 53 programmes

This helped us spot common patterns, gaps, and promising ways to support inclusion. These findings shaped the next stage

What we explored

For each programme, we asked:

1. **How are young people identified and recruited?**
2. **What support helps young people take part?**
3. **What do young people learn, and what leadership routes are offered?**
4. **How does the programme support inclusion and accessibility?**
5. **How could future programmes be improved?**



Bringing practice expertise into the toolkit



We shared our findings with practitioners through seven focus groups. In total, 42 practitioners took part. Most had more than 10 years' experience working with young people, physical activity, leadership, or inclusion. We used the focus groups to explore how leadership programmes are designed, delivered, and made more inclusive.

Who we spoke to	How many of those did we speak to
Senior leaders	11
Development/Programme officers	11
Workforce/Skills leads	12
Community/grassroots practitioners	6
Faith/Community leaders	2

Phase 2: Shaping the toolkit

Purpose:

In this phase, we wanted to make sure the toolkit was shaped by real experience. We built on what we learned from the programme mapping and practitioner focus groups.
We worked with young people and practitioners to:

- understand young people's views on leadership, inclusion, and what can stop them taking part
- develop and test practical ideas that could work in real programmes
- create and improve the toolkit so it felt relevant, useful, and trustworthy



We developed the toolkit over three workshops.

Workshop 1 (young people only – full day)

Young people from Bradford took part in a full-day workshop.They were recruited because they had relevant experience, knowledge, or ideas to share. The workshop focused on young people's views, priorities, and lived experiences.

Workshop 2 (young people + practitioners – full day)

The same young people returned for a second full-day workshop. Practitioners joined them to share their delivery experience. Together, they developed and tested ideas for the toolkit. They explored: (1) challenges that may stop young people taking part, (2) what could help, (3) whether the ideas would work in real programmes



Workshop 3 (follow-up online – 2 hours)

Young people and practitioners from workshop 2 took part in a shorter online session. They reflected on the process and reviewed draft toolkit content. They also helped improve the toolkit and fill any gaps.

Five steps for using this toolkit:

1. Start with the change that matters most. Choose one realistic action
2. Shape the tools around your local context and the young people you work with
3. Note what you changed, why, when, and what happened
4. Test one change with one group first. Improve it before using it more widely
5. Involve young people, staff, and partners.
   Check what is working and what needs to change

Continue exploring the toolkit

Ready to move on? Continue to the next section:
Leaders Like Us Module 3

You can also return to the Leaders Like Us At Glance page to explore the modules and principles in any order.

Contact us

If you have questions about the Leaders Like Us toolkit, would like to discuss how to use the resources in your setting, or are interested in working with us, please get in touch.

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We welcome feedback on the toolkit, including how you have used or adapted the resources and what you have learned.



