

## **C1: Developing inclusive practice for BME and female staff**

**Author:** Oyebanji Adewumi, Associates Director Inclusion, Barts Health  
Karlene Akindele, Project Lead, Barts Health NHS Trust

---

The aim of this paper is to share the story of diversity intervention in an acute Trust

### **CAREER DEVELOPMENT PROGRAMME FOR WOMEN AND BME STAFF**

#### **Background**

The largest single employer in the area and one of the country's largest NHS Trusts, with a very diverse workforce of over 15,000 and approximately 40% living locally faces a workforce challenge; its Black Minority Ethnic (BME) and Female staff face a less favourable experience compared to other staff which studies have shown have a negative impact on patients.

Following the analysis of the Trust's workforce equality data, under-representation of BME and Female staff in senior positions of the organisation was evident. The Trust sought to investigate and actively address this by developing a Career Development Programme for BME and Female staff

#### **Aim**

The aim of the programme is that through a series of practical and motivational workshops, the confidence, aspirations and attainment of BME and Female staff would be raised. This empowering programme was collectively designed and is facilitated by a leading life coach and motivational speaker.

#### **Method**

By reviewing secondary data; workforce information and staff survey responses, a baseline was established. A multidisciplinary steering group was set up and feedback/evaluation sheets completed by participants on the programme analysed.

#### **Results**

Each cohort member participates in a series of three workshops on Personal Effectiveness; Career Planning; and Job interview skills. Participants include clinical and non-clinical staff. The workshops take place across each of our sites and to date, (17) workshops have been completed with two hundred and thirty nine (239) participants in attendance. A member of the Leadership team attends each cohort to talk about their career journey that will help to inspire participants.

#### **Achievements to date:**

- Trust has launched a Career Service - *MyCareer*
- 3 confirmed secondment appointments
- 44 successful in application to Higher positions
- 8 receiving mentoring (internal)
- 6 commencing NHS Leadership Academy Core Leadership Programmes
- 3 commencing Post-graduate studies

- 5 CIPD and 1 recipient of Chief Scientific Officer's (CSO) Women in Science and Engineering (WISE) Fellowship
- One shared her story as part of the Open Day Recruitment Media campaign and success of the programme is used as part of the Recruitment Drive locally and nationally
- One Nurse interviewed by Nursing Standard and invited to speak at a London Trust about her experience.
- Developed a film on BME staff experiences
- Improved NHS Staff survey results and Nursing Times Awards Winner

A midwife said: *'some of the key skills we learned have helped me to map a clearer career path and have also offered me a way of reflecting on my success... I am now happier, more confident and ready to enjoy my success'*

### **Conclusion**

The programme has highlighted the need for diversity interventions to enable Career advancement for BME staff in particular, and Female NHS staff in order to keep pace with that of White and Male staff respectively. It is imperative therefore that effective intervention are continually developed and implemented across the health sector as a means of improving patient experience.

### **Bibliography**

- Barts Health NHS Trust website - <http://bartshealth.nhs.uk/media/latest-news/2015/december/praise-for-tackling-inequality-in-the-workplace/>