



England

Midlands



The Midlands Equality Diversity and Inclusion Newsletter - Issue 18

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Welcome to Issue 18, the July edition of the Midlands Equality Diversity and Inclusion Newsletter !

Dear All,

We hope you are all keeping safe and well. The aim of this communication is to provide you with up-to-date information on the latest developments, regional/national updates, and regional support offers.

Don't forget you can access the Midlands EDI all newsletters and resources by joining our FutureNHS workspace.

Regional Update

Combatting racial discrimination resource - Survey



The NHS Confederation are gathering views on the [Combatting racial discrimination against ethnic minority nurses, midwives and nursing associates](#) resource, published by NHS England, the Nursing and Midwifery Council and NHS Confederation.

The resource aims to help nursing and midwifery professionals working in the NHS combat racism and secure their own and their colleagues' wellbeing and psychological safety.

The BME Leadership Network has been supporting this piece of work. If you have used the resource please spare ten minutes to [share your views in this short survey](#). The feedback gathered

will provide insights on how the resource is being used and identify where improvements can be made.

Alternatively, share your views in one of our discussion groups that we are hosting. To take part please email: bln@nhsconfed.org.

Please [help promote this survey](#) by sharing with colleagues and teams.

Provision of free sanitary products for all staff across the Trust.

The Trust was successful in a bid for funds from AACE (Association of Ambulance Chief Executives) to be able to provide free sanitary products to all staff across the Trust. The monies awarded was used to purchase and install a free vend unit in every female toilet block across the Trust, a total of 34 units. In addition, the bid enabled the purchase of a large supply of sanitary towels and tampons, in a variety of flow sizes. This meant that every unit was provided with an initial stock of products.

They wish to encourage people to pay it forward by adding products to the free vend machines when the initial stock has been used, feedback from women is that they would be happy to do this as and when they can to support their colleagues. They know that there are several reasons why this initiative will be beneficial to people in the Trust, including from a period poverty perspective, to supporting people experiencing menopause and other health issues such as heavy and irregular bleeding, in addition to being available to any staff that don't have products with them that they need.



1 - Becky Godfrey, Chair of the Women's Network and Lucy Mackcracken, Head of Human Resources

Black Country Healthcare NHS Foundation Trust - Tribute to Windrush Generation



Black Country Healthcare NHS Foundation Trust paid tribute to the invaluable contribution the Windrush Generation and their families made in creating and supporting the NHS with a special flag-bearing ceremony at Bloxwich Hospital to mark the occasion on Thursday 22 June, followed by a commemorative event on Friday 30th June at Wolverhampton Heritage Centre, to mark the 75th Anniversaries of Windrush Day and the creation of the NHS.

The event at the Heritage Centre featured engaging presentations from special guest speakers; Patrick Vernon OBE and David Matthews (author of *Windrush Voices*) whom provided vivid accounts of the Windrush journey and celebrated the four generations that have enriched the UK and propped up the NHS. The insightful narratives deepened attendees' knowledge and appreciation of the Windrush story.

A special poster was unveiled to celebrate Windrush and NHS 75 which included flags from the 60 nationalities represented in the workforce across the Black Country area.

There was also a performance of a specially commissioned poem (see attached) by local poet Amanda Hemmings. Additionally, tributes were paid to NHS staff members, and there was a specially curated exhibition of artefacts and memorabilia which created an immersive experience of what life was like for the Windrush generation. Staff and members of the community alike, praised their initiative and enjoyed the event.

Grateful

There are millions of Britons that breathed their first breath within the walls of NHS maternity wards, and there are millions of Britons that recuperated and received strength within the walls of NHS mental health wards, and there are millions of Britons given vital provision within the walls of NHS dialysis wards.

I'm one of the millions of Britons with a story of recovery intertwined into this 75 year timeline. The memory of my mother is woven deeply into this history, in her lifetime the infirmary was a necessary lifeline. She had overwhelming gratitude for her life changing surgery, she survived for fourteen years through successfully receiving a kidney, it created new paths to a life lived freely. She had overwhelming gratitude for the many surgeons, nurses, doctors and the professor and the regular intervention from her General Practitioner. In her final chapters of living with cancer she was visited by a gracious Chaplain that filled her spirits with an uplifting conversation.

I'm the daughter of a courageous mother, she had to tread with a similar strength to the women that answered the call to restore the Mother Country after the war. These nurses and midwives migrated thousands of miles to tend to the lives of thousands of patients. They helped to replenish the health of those in need, bringing a broad spectrum of expertise and rehabilitation. They wrapped their skills around expectant mothers, delivering high standards of care and supervision. They persevered through a plethora of prejudice to build their positions in The New National Health Service. They stand on the shoulders of Mary Seacole her formidable care for soldiers wounded by war upholds a significant role. Her selfless journey from Jamaica to support others in times of adversity is sewn into the fabric of British history.

I'm thankful for the tapestry of hands that travelled from native lands to birth and build the NHS. I'm thankful for the doors opening to an unfolding future of medical advances because of the ongoing research of NHS scientists. There are millions of Britons that will breathe many, many more breaths because of the lifesaving and life sustaining work of the NHS.



If you are a staff member of Black or Asian heritage, or a recently arrived international staff member, that would like to join our Equality Network for Racial Inclusion and Cultural Heritage, or have any questions about how to access more support from the trust, please contact bcft@equalitydiversity@nhs.net



A poem by Amanda Hemmings

Join us for a special commemorative event to mark **WINDRUSH 75**

• Celebration • Reflection • Speakers • Food • Memorabilia

Wolverhampton Heritage Centre
Cantile Street, Wolverhampton, WV1 1AA
20th June 2023
10.20 - 11.55

Register to attend



NHS
Black Country Healthcare
NHS Foundation Trust

Thank you! to all our staff across the Trust for their continuous hard work and dedication.

Walsall

Wolverhampton

Sandwell

Dudley

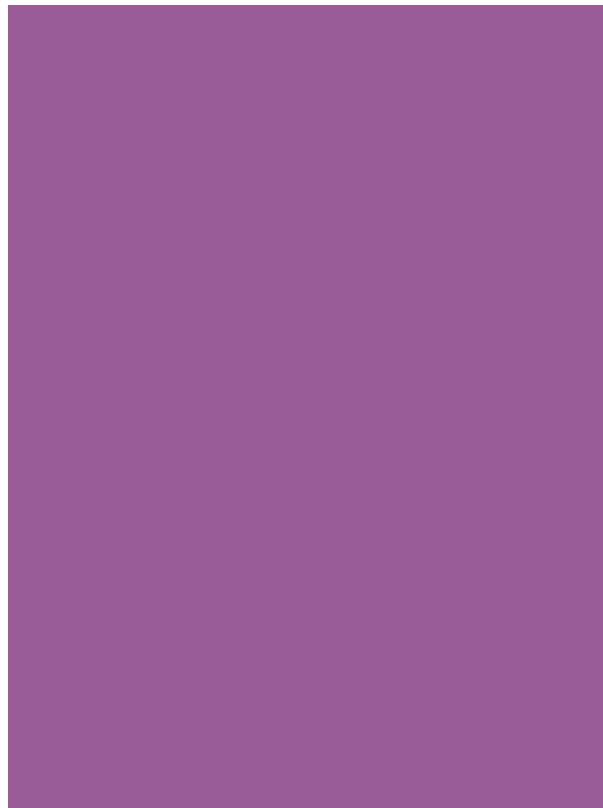
Together We Are Black Country Healthcare

Together with you to achieve healthier, happier lives

#WeAreBCH

NHS 75

Sharing Good Practice



This section is to showcase examples of best practice from across the Midlands to build our collective knowledge and streamline processes.

If you would like to showcase your organisation's work in our future newsletter with the aim to support Equality Diversity and Inclusion in the Midlands please do get in touch via england.midlandsedi@nhs.net

A Month For Stories To Be Told And Listened To: Why Is South Asian Heritage Month Important For The Workplace?

The **18th July to 17th August 2023** marks South Asian Heritage Month, 5 years since its founding in 2018. This year's theme is about the **"stories to tell"** of those of South Asian heritage, from stories of identity, faith, family and culture. In line with the Trust's values- to **"celebrate"**, **"commemorate"**, **"educate"**– this month is an opportunity for us all to celebrate the significance of South Asian heritage in the workplace and British society.

As the buzz of The Ashes continues into the 4th test, cricket continues to be on the minds of many.

Though an incredibly popular sport in South Asia and its people across the globe, cricket in England has received negative media attention relating to **systemic racism** (most notably after the brave action of [Azeem Rafiq](#) regarding the Yorkshire County Cricket Club in recent years) and continued [underrepresentation](#) of players of South Asian heritage in men's professional cricket.

The recent independent commissioned report found Cricket guilty of being racist (as well as sexist and elitist) highlighting one of many examples of the **continued discrimination individuals of a South-Asian background face** in Britain today, particularly as Islamophobia has dominated recent media and public attention.

Beyond these "stories" of prejudice and racism, "stories" of **resilience and vibrant culture** can also be remembered during this celebrated month. From cuisine to faith, [South Asian-British history](#) continues to permeate deeply into British culture and society.

Dating back to colonialism under the British Empire (when the East India Company was established in 1600), this period of oppression can also be remembered through the resilience of the **newly-migrated British-Asian population** that were encouraged to migrate in the 1950s and 60s to meet post-war manual labour shortages. From Princess Sophia Duleep- a prominent member of the women's British suffrage movement- to early South Asian political figures (including Shapurji Saklatvala and Dadabhai Naoroji), this month acts as a reminder of the **rich and resilient stories embedded within South-Asian Heritage Month**.

What is South-Asian Heritage Month's purpose?

South-Asian Heritage Month is to reflect, educate and celebrate the significance of South-Asian Heritage in our communities, workplaces and society. The term 'South-Asian heritage' generally refers to the Indian subcontinent, including the nations of Sri Lanka, Afghanistan, Bangladesh, Pakistan, Bhutan, India, Maldives and Nepal. The main religions in this region are Islam, Hinduism and Sikhism.

To prompt **necessary conversations**, the month encourages people to reflect by answering or asking these questions:

"What moments in your life have shaped who you are today?"

"What experiences have taught you valuable lessons?"

So, why can the workplace benefit from South-Asian Heritage Month?

Since notable terror attacks associated with extremist forms of Islam, [Islamophobia](#) has influenced British conversations and mindsets. This has led to **increased racism** towards Muslim and South-Asian communities, alongside a continued increase in prejudiced hate crime and stereotyping.

Such **prejudice and inequality has been echoed in the workplace** for the South-Asian community too. [Research](#) from 2018 has found that workers of a **Bangladeshi background have the lowest median hourly earnings** compared to any other ethnic group, earning on average **20% less than British white colleagues**.

[Figures](#) from the Social Mobility Commission in 2017 have also found that **1 in 5 economically active Muslims in the UK are in full-time employment**, compared to the wider average of 1 in 3 for all of

England and Wales. Whilst ongoing societal discrimination can help explain such disparities in employment rates and ethnic pay gap, **wider discriminatory practice by employers** is also to blame.

More recent [research](#) from 2022 has also identified that South Asian women specifically face **significant barriers in the recruitment process**.

A survey of 3,500 people across the UK, conducted by Totaljobs and The Diversity Trust, found that South Asian and Black women **found their first job two months later than white counterparts** after education, taking South Asian women an average of 4.9 months. **A quarter of South Asian women felt they had missed** out on a job opportunity because of their ethnicity.

It is clear that **recruitment practice and employment opportunities are not equal** in the workplace. South-Asian and ethnically diverse colleagues are likely to have faced **barriers and challenges that do not exist for everyone**.

Regardless of your background, the “stories” of our South-Asian background colleagues matter. **The “stories” of all our ethnically diverse colleagues matter.**

Whether stories of prejudice or resilience, this month provides an opportunity to listen and to learn. **Our “stories” from the past can prompt change for the future.**

How will your organisation be celebrating South-Asian Heritage Month?

We would value your thoughts. If you want to see change and race equality in the workplace, join the Race Equality Matters’ movement.

How is your organisation ensuring representation leads to an inclusive and socially accepting workplace?

How is your organisation going beyond representation to tackle race inequality for good?

We would value your thoughts, please do follow us and join the conversation on [LinkedIn](#)

If you want to see change and race equality in the workplace, join the Race Equality Matters’ movement if you are not registered already.

Register [here](#).

Source - <https://www.raceequalitymatters.com/>



South Asian Heritage Month - Walsall Healthcare Virtual event

South Asian Heritage Month

This week marks the beginning of South Asian Heritage Month (**18 July-17 August 2023**) – an annual campaign which promotes South Asian history through education, arts and culture, while also helping people to better understand the impact of South Asia on present-day Britain (including its positive influence our beloved health service).

With this in mind, why not join **Walsall Healthcare virtual event** on **Tuesday 25 July, 1pm-2pm**, where award winning poet, writer and teacher Jaspreet Kaur, also known by her online handle ‘Behind the Netra’, will discuss her inspiring memoir and Amazon bestseller: *Brown Girl Like Me*. The book explores the experiences of South Asian women in Britain and the invitation has been shared in staff calendars.

There will be stands and a closing event in Walsall Manor Hospital’s main atrium with traditional music and food on **Friday 17 August, 1pm-3pm**.

The trusts are incredibly proud to be marking this campaign, and on behalf of the executives, would like to recognise colleagues who have family roots and connections within South Asia – a heartfelt thank you for your invaluable contribution and for the difference you make to the people of Walsall and Wolverhampton. They invite you to share your stories, whether it’s about you or about your heritage, on the staff Facebook groups – ‘We are Team RWT’ or ‘We are Walsall&Proud’.

Take part in national events by visiting the [NHS Employers website](https://www.nhs.uk/employers/). Learn more: www.southasianheritage.org.uk/.

Join Sandwell and West Birmingham Hospital as they celebrate South Asian History Month



2 - [Celebrating South Asian Heritage Month at Sandwell and West Birmingham Hospitals NHS Trust - South Asian Heritage Month](#)

Leadership Matters with Jagtar Singh

In 2003 he received the Public Servant of the Year Award at the Asian Achievement Awards ceremony in Birmingham and was also awarded an OBE for his work embedding and restructuring equality and diversity in the Fire Service.

Since joining the NHS Jagtar has received a number of awards for his leadership, including – in 2015 - being named by the HSJ as one of the top BME influencers in the NHS.

This Leadership Matters conversation will be focussing on the role of leadership in reducing health inequality.

[Click here to join the meeting at 12pm on Thursday 3 August.](#)

For both of these events, all staff and volunteers are welcome so please join us!

Show your support for South Asian Heritage Month by downloading and using the [MS Teams background](#).



APNA NHS

APNA NHS have an event this Friday 28 July 2023 from 5 – 7pm to celebrate South Asian Heritage Month and have opened this up to us across the system.

Microsoft Teams meeting

Join on your computer, mobile app or room device

[Click here to join the meeting](#)

Meeting ID: 376 856 824 530

Passcode: AHc45e

[Download Teams](#) | [Join on the web](#)

Or call in (audio only)

[+44 20 3321 5208,,946951630#](#) United Kingdom, London

Phone Conference ID: 946 951 630#

Dr Binita Kane (co-founder of SAHM) is the keynote speaker followed by 2 other speakers with 'stories to tell' and general discussions.

The poster for the APNA South Asian Heritage Month '23 event features a central map of South Asia filled with colorful, intricate patterns. The text includes the event title, date, time, and speaker information. Logos for APNA and AFSA are also present.

SOUTH ASIAN HERITAGE MONTH '23
Stories to Tell
www.southasianheritage.org.uk

APNA
South Asian Heritage NHS Leaders Staff Network

IN PARTNERSHIP WITH:
AFSA
Asian Financial Society

South Asian Heritage Month

TEAMS EVENT

- FRIDAY 28TH JULY 2023
- 5PM - 7PM
- OPENING SPEAKER - BINITA KANE
- FOLLOWED BY A VARIETY OF SPEAKERS WITH STORIES TO TELL

[EMAIL APNANHEVENTS@GMAIL.COM FOR INVITE](mailto:APNANHEVENTS@GMAIL.COM)
[OR CLICK ON LINK HERE TO JOIN THE EVENT](#)

MEET THE TEAM

 Raj Chana NHS Director	 Pam Brown NHS Director	 Amina Nafees Co-Chair	 Jagtar Bhai OBE Co-Chair	 Aash Toy Co-Chair	 Parvati Wadhvani Co-Chair
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MY MPFT JOURNEY -KEOLEBOGILE KIM DIKHUTSAFALO

Hello my name is Keolebogile Kim Dikhutsafalo. I'm a lady of 32 years from a beautiful country of Botswana in Africa. I have always aspired to become a nurse from a younger age because I had a natural ability to love and care for people. To me nursing has always been a calling rather than a professional route.

As soon as I completed my Cambridge, I went straight into nursing school and trained for Advanced Diploma in General Nursing course which I did for 3 years from 2009 to 2012. I was immediately employed by the Ministry of Health of health in intensive care unit, it was the most exciting yet challenging path of my career but I have always had it in me to challenge myself more.

I worked under the same employer for 11 more years, gaining experience and expertise in both in-patient and outpatient patient care. I had always had it in me to come to the United Kingdom but I guess fear got the best of me as I was still young. In 2022 I decided I'm going to come to the UK come what may. I wanted to grow professionally and challenge myself in higher zones because I knew that I had it in me to do so. I had several job opportunities from recruiting agencies but amongst them I chose Midlands partnership Foundation Trust.

It was the lovely staff that interviewed me and the journey of induction and training that they offered that got my attention. It is very challenging to leave your comfort zone into a foreign land but if someone provides the assurance of guiding and supporting you throughout the process it makes

things easier. I left my motherland on 01/03/2023 and arrived on 02/03/2023. Upon arrival we were given a warm welcome by our Pastoral care facilitator Garry Edwards and Head of Resourcing and International Recruitment Project Lead Alyson Sargent. I immediately felt at home and my anxiety levels went down. They have been nothing but amazing in supporting and guiding us throughout this process.

I was given accommodation for 3 months while undertaking my OSCE training through to the exams and it was absolutely up to my expectations. Still with the support of the MPFT team I managed to pass my OSCE on first attempt and transitioned to the ward. It has been amazing doing the actual work here in the wards, quite different from the nursing back home but my patient love and interaction remains the same.

The induction process here is amazing I'm given so much support and it makes the transition so much easier. Professionally I believe I have joined the best team so far which will even help me grow my career. I am really grateful to all of my MPFT family for the love and support they gave to me and all the international nurses because it makes us feel at home away from home.

Thank you all.



3 - KEOLEBOGILE KIM DIKHUTSAFALO



4 - Kim and her international recruited nurse colleagues

New Futures Programme 2023

The New Futures Programme ran from March to June 2023. It was open to colleagues from across the Staffordshire and Stoke-on-Trent Integrated Care System (ICS) who identify as having Black, Asian and/or minority ethnic heritage / as people of colour and are employed in AFC band 5-7 roles.

- Drawing strength from our Individual & collective histories
- Taking up my role as leader with impact and integrity
- Setting myself up for success and fulfilment

The programme supports participants in five distinct ways: Appreciate, Heal, Inspire, Understand and Develop Skills. The Programme was facilitated by People Opportunities (www.peopleopportunities.co.uk), and was delivered by the same team that delivered the Stepping Up programme and has similar outcomes and intentions.

Their approach is, “Influencing culture, so that it really impacts practice sustainably requires hearts, as well as minds. Our approach aims to unleash the passion that people have as a force for positive change in their organisations”.





Reflection on the New Futures Programme by Mildred Langeveldt

I am a Registered Mental Health Nurse and practicing as a Non-Medical Prescriber and EMDR Therapist with additional roles of Professional Nurse Advocate and Soothe Buddy for the Trust.

I am based in an Integrated Mental Health Team in the Burntwood, Lichfield and Mercian Neighbourhood.

I feel privileged to do the work I do, helping the people I serve and supporting those I serve with.

Through attending the Race Equality and Cultural Heritage (REACH) Network, I learnt about the New Futures Programme being offered to BAME workers in recognition of the inequalities known to be experienced across the NHS around the lack of opportunities in personal development and career progression for this population group.

The programme leaflet showed it aimed to unleash the passion and power that people have as a force for positive change in their organisations. The programme's learning outcomes included:

- Drawing strength from individual & collective histories
- Leading with impact and integrity
- Getting set for success and fulfilment
- Focussing on a 5-stage model: Appreciate, Heal, Inspire, Understand, Develop

Skills

The programme did just what it promised and more.

To begin with, we were given an opportunity to recall and reflect on our personal journeys in the NHS. What a celebration that was to revisit the trials and tribulations endured, along with the successes that we had achieved to be where we are today. A lowlight though, was the acknowledgement of the discrimination and setbacks many had experienced that brought tears to many an eye.

Swiftly we moved into the healing process with a key phrase that became our mantra 'we are not broken and do not need fixing' i.e. we are enough, just as we are with everything we bring to the table – our cultures, our knowledge, skills and experience, we are capable and we are worthy.

We were then transported to a place of hope and inspiration. Many people had joined the programme to learn more, but not necessarily make any changes in their positions, through sheer feelings of frustration and hopelessness in the system to allow them to grow. This soon changed to these same people expressing wishes to pursue growth and development for themselves. Suddenly, there were discussions on pursuing top up degrees or further training to gain expertise in an area of choice; with one person now considering studying medicine. People who had felt comfortable in their jobs and bandings started applying for new jobs and a couple of them fed back in subsequent training days that they had gotten higher banding posts. Some people who lacked confidence in speaking in public blossomed and found their voices. A wish for better, a wish for more was cultivated as self-belief and confidence grew.

The barriers were definitely being broken down as further learning occurred and we learnt more about ourselves through snapshot feedback from colleagues to understand our strengths and limitation through another's eyes. Areas for development and personal action plans were devised to address these.

From here we were able to harness new skills in leadership which gave many of us the audacity to believe in ourselves again, allowed us to dream and reach for bigger and better things in our careers.

In just 5 days, the combination of having amazing facilitators, a safe place to be vulnerable and express shared challenges experienced along our career journeys, allowed for Transformational Leaders to be born. I strongly recommend this course to all staff for them to experience the true magic that can only be realised through attending it for yourself.

To our managers, Cohort 2 of the New Futures Programme would like to thank you for investing in us, releasing us from our roles to allow us to access this brilliant programme. Looking towards our New Futures, it is our hope and prayer the NHS will go forward in actualising the dreams of these newly created titans, who can only be a positive to the vision of the NHS and have so much to share with the richness of their knowledge, skill and unique experiences that they bring.



5 - Mildred Langeveldt

Spotlight on Transforming Equality, Diversity and Inclusion at The Robert Jones and Agnes Hunt Orthopaedic Hospital NHS Trust, Shropshire

What are they doing ?

They are enhancing their EDI journey to develop a range of support and promotion of our current offers to the workforce. They will soon be launching their Inclusion Strategy, an ambitious pathway where we are striving to be excellent in this field.

What have they done?

- Ran Staff Listening event on 8th June with system guest speakers
- On 15th June, held a Theatre staff listening event
- have created a new role, to lead on EDI, culture and engagement, and Learning and Development
- Refreshing and re-energising the Staff Network Groups
- Publishing their new Inclusion Strategy for 2023-25 with an ambitious and inclusive action plan
- Working across the Shropshire, Telford and Wrekin ICS to formulate strong connections and relationships
- Strengthening their Equality Meetings with representation from across different departments for the maximum impact across the hospital

At their staff listening event on 8th June, they invited discussions and feedback with specific focus on developing their Staff Networks and EDI Strategy and Action Plan. At the event they had three guest speakers all from the STW ICS, sharing thoughts, lived experiences, the role of allies and the promotion of staff networks. Meredith Vivian, shared his experience and thoughts on his involvement as Chair of the ICS Disability Network Group, and attendees heard from Dr Priya George, Chair of ICS EDI steering group, about the rural racism report and the power of allyship. Lake Beckley, SAND (Safe Ageing, No Discrimination) Trained Facilitator spoke about the LGBTQ+ community and his work with SAND (Safe Ageing No Discrimination). Facilitated by Caroline Nokes-Lawrence, Head of People, OD and Inclusion from Staffordshire and Stoke-on-Trent ICB, the event captured some excellent discussions and thoughts about how the networks and strategy can be developed with the voice of the workforce at its core. Caroline and Amber also undertook another session with Theatre staff on 15th June. There was certainly a lot of learning, sharing and connections that can be developed as a system, as a result of the of event, particularly where their workforces have protected characteristics.

Stacey Keegan, the Chief Executive said " I was delighted to attend and take part in the group discussions for the Listening Event on Thursday 8th June. It was a great opportunity for staff to get together to discuss how we progress and develop our Staff Network Groups and what we should consider in our Equality Strategy and Action Plan. It's so important to me that the Strategy doesn't just sit on a shelf, it needs to be a living document to demonstrate our commitment on all things Equality, Diversity and Inclusion".

Next steps and beyond....

- Reviewing a Wellbeing App, and how this may support staff
- Launching staff engagement App

- Menopause event for all staff in September
- Launching a celebration calendar of events, to include religious festivals
- Board Development on EDI
- Developing Allies
- And much, much more!

Denise Harnin, Chief People and Culture Officer said, *“There really are no limits for us in this space! We are looking forward to maturing our processes and action plans to provide a safe space for all of our staff to be supported with the primary aim of equality, diversity and inclusion being intrinsically part of everything we do. I am excited that Caroline Nokes-Lawrence from the Staffordshire and Stoke-on-Trent ICB will be joining us in September, on secondment, as Associate Chief People Officer to support and lead us on this journey”*

If you are interested in any of the work that RJAH are developing, please reach out and contact Amber Scott amber.scott5@nhs.net who can provide more details on the Action Plan and to find out more. They'd love to connect with different organisations and systems

Hot off the press, we have secured a place on the NHS Employers Diversity in Health and Care Partners programme, starting in September 2023 and look forward to being part of this exciting programme and making new connections !





Stepping forward with pride: rainbow crossings unveiled at Lincolnshire hospitals

The rainbow progress pride flag has been added to pedestrian crossings at three Lincolnshire hospitals in recognition and celebration of the LGBTQ+ community. This was a joint network & EDI project, kindly supported by their Executive Sponsors Paul Matthew (now at NUH) and Barry Jenkins (the new Sponsor for Pride+ network). Also, with the support of their Estates & Facilities colleagues, Communications, and ULHT Charitable Funds.

Click [here](#) to find out more.



Talent Acceleration Programme – Developing You Developing Me



Midlands Talent Acceleration Programme

For Black, Asian and Ethnic Minority Nurses, Midwives and AHPs Band 8a or 8b & Allies – Senior Managers/ Executive Directors Band 8c and above

The Developing You, Developing Me programme aims to facilitate the much-needed cultural transformation in nursing and maternity by supporting senior managers/executive directors whilst they support the development journey of Black, Asian, and Ethnic Minority staff to progress in their careers. BAEM staff will be matched with a senior manager/executive director.

The program incorporates evidence-based interventions like reverse mentoring, sponsorship, and talent management, as well as a new digital psychological wrap-around feature to ensure participants' safety and well-being.

The goal is to reduce health inequalities and disparities for BAEM patients and staff while also improving career progression, leadership enablement, and psychological support.

The programme aims to create a sense of shared belonging among this workforce and increase BAEM representation in senior leadership positions, which will be measured by ESR and self-reports.

We have drop-in workshops for those considering applications:

Mentors and Sponsees (online) Click here to join the meeting ^[1]	27 th July 2023 1.00 – 3.00pm
Mentees and Sponsors (online) Click here to join the meeting ^[2]	3 rd August 2023 1.00 – 3.00pm

6 - [1] [https://teams.microsoft.com/l/meetup-join/19:meeting_Yzc5ZWNkMTAtYTRiOS00OGUzLWE3NDEtMWZlYzJkNzU3ODAx%40thread.v2/0?context={%22Tid%22:37c354b2-85b0-47f5-b222-07b48d774ee3%2c%22Oid%22:fb95fe2-3dc9-4a84-be15-61a590c465a3%22}} \[2\]](https://teams.microsoft.com/l/meetup-join/19:meeting_Yzc5ZWNkMTAtYTRiOS00OGUzLWE3NDEtMWZlYzJkNzU3ODAx%40thread.v2/0?context={%22Tid%22:37c354b2-85b0-47f5-b222-07b48d774ee3%2c%22Oid%22:fb95fe2-3dc9-4a84-be15-61a590c465a3%22}})
[https://teams.microsoft.com/l/meetup-join/19:meeting_Y2Y4NDQ1ZjUtNDA0ZC00MWJhLTlmZTAhYk3NzU5NGE5OGRI%40thread.v2/0?context={%22Tid%22:37c354b2-85b0-47f5-b222-07b48d774ee3%2c%22Oid%22:fb95fe2-3dc9-4a84-be15-61a590c465a3%22}} \[2\]](https://teams.microsoft.com/l/meetup-join/19:meeting_Y2Y4NDQ1ZjUtNDA0ZC00MWJhLTlmZTAhYk3NzU5NGE5OGRI%40thread.v2/0?context={%22Tid%22:37c354b2-85b0-47f5-b222-07b48d774ee3%2c%22Oid%22:fb95fe2-3dc9-4a84-be15-61a590c465a3%22}})

The Developing You: Developing Me program will be launching on 12 October 2023, and interested participants are required to ensure their availability for **at least 80%** of the following dates:

Launch of programme	12 October 2023 10 am – 1:30 pm
Induction and development for mentors	18 October 2023 1:30 pm to 3:30 pm
Induction and development for mentees	24 October 2023 1:30 pm to 3:30 pm
Sponsorship in Action – Sponsees (online)	13 th December 2023 10.00 am – 1.00 pm
Sponsorship in Action – Sponsors (online)	9 th January 2024 1.30 pm – 3.30 pm
Psychological Reflective Practice – Mentees (online)	16 th January 2024 1.00 pm - 3.00 pm
Psychological Reflective Practice – Mentors (online)	23 rd January 2024 1.00 pm – 3.00 pm
Psychological Reflective Practice – Mentors (online)	12 th March 2024 10.00 am – 12.00 pm
Psychological Reflective Practice – Mentees (online)	19 th March 2024 10.00 am – 12.00 pm
Celebration Event	26 th June 2024 – time TBC

If you are interested in taking part, please complete the expression of interest application before

<https://forms.office.com/e/YVv9dxRfQP>



CLOSING DATE: 8th September 2023

And for further information about programme content please contact: llricb-dydm@nhs.net

Short Summary

The Developing You, Developing Me program aims to facilitate the much-needed cultural transformation in nursing, maternity, and allied health professional’s workforce by supporting senior/executive directors whilst they support the development journey of Black, Asian, and Ethnic Minority staff to progress in their careers.

The goal is to reduce health inequalities and increase BAEM representation in senior leadership positions.

Interested participants must be available for **at least 80%** of the program dates which includes training, storytelling and listening with intent sessions, talent management workshops, and psychological reflective practice for mentors and mentees.

You can find more information about the programme and how to apply here.



<https://forms.office.com/e/YVv9dxRfQP>

Good practice update from The Dudley Group NHS Foundation Trust

LGBTQ+ Network

- Finalising their submission for Rainbow Badge Phase 2
- Offered LGBTQ+ awareness training for staff during Pride Month
- Celebrated Birmingham Pride with the other NHS Trusts

EmbRACE Network

- Celebrating South Asian Heritage month by focusing on awareness days and sharing staff stories and culture from those countries.

Women's Network

- Continuing sessions for Menopause Support group by facilitating a session at their Stourbridge site focussing on exercise, nutrition and sleep with a guest speaker.



Resources/Guidance

WMAS Chaplaincy Service

West Midlands Ambulance Service have extended our Chaplaincy service through recruitment of Imam Asad who will be working in partnership with our existing Chaplain Rev. Vanetta. The latter has been part of WMAS Trust for a number of years providing valuable support to staff. The Chaplaincy has been further strengthened by having Imam Asad on board and the service was launched in March Ramadan 2023.

A grand iftar (breaking of Muslim fast) took place in March 2023 where the Chief joined in in the celebrations. It was an opportunity to learn about different faiths and ask questions whilst celebrating the opening of the fast. We continue to increase our Chaplaincy service to support the diverse faiths of our workforce, we have recently appointed a Sikh Chaplaincy and will go on to expand our chaplaincy service further.

This year all staff networks have been assigned an Executive Sponsor as well as a HR Manager to act as a buddy. These additional resources will be able to assist the network chairs by providing professional support and guidance to them as chairs as well as to the networks as a whole that they support.





Open Wounds exhibition - The King's Fund

The King's Fund was proud to host the Open Wounds exhibition in its building from October 2022 – March 2023. This is an online and interactive version of that exhibition, featuring audio narration from Stafford Scott, one of the curators. Created and developed by Tottenham Rights, the exhibition explores the connections between health, racism and inequalities, and how this has affected generations of Black people. It does so through the eyes of the Black community themselves.

The Open Wounds exhibition explores the connections between health, racism and inequalities, and how this has affected generations of Black people. It does so through the eyes of the Black community themselves. Through words and images, the exhibition chronicles the lived experience of Black communities from the days of the slave trade, through to the foundation of the NHS and the arrival of the Windrush generation, and on to the Covid-19 pandemic.

[Open Wounds \(kingsfund.org.uk\)](https://kingsfund.org.uk)



Inclusion Starts With Us - Maternity Services Inclusion Films



Maternity Services videos – NHS staff and service users share their personal experiences to help educate on inclusion matters. 'It's ok to ask'

Content

1. **Introduction**
2. **Maternity Services Inclusion Films**
 - a. **'It's OK to ask' trailer**
 - b. **It's OK to ask about Autism**
 - c. **It's Ok to ask - Bangladeshi community**

- d. **It's Ok to ask the Black & African community**
- e. **It's OK to ask the Chinese community**
- f. **It's OK to ask the Gypsy & Traveller community**
- g. **It's OK to ask the LGBTQ+ community**
- h. **It's OK to ask the Refugee community**
- i. **It's OK to ask the Roma community**
- j. **It's Ok to ask - the South Asian community**
- k. **It's OK to ask – Survivors of sexual abuse**
- l. **It's OK to ask – Visually Impaired Community**
- m. **Dear Midwives**
- n. **Corrine**
- o. **Midwife's views**
- p. **Vitamin D in pregnancy**
- q. **My ethnicity and pregnancy**
- r. **Maternity services in a pandemic**
- s. **Caspar, Kyle and baby Ivie maternity experience**
- t. **Ep.2 - Emergency Care - We Need To Talk About Trans Health Inequality**
- u. **Ep.3 - Mental Health - We Need To Talk About Trans Health Inequality**
- v. **Ep.4 - Maternity - We Need To Talk About Trans Health Inequality**

3. **Credits**

4. **Appendix – Account setup on Vimeo platform**

1. **Introduction**

The PINC team have collated a series of Maternity Services inclusion films that have been shared on the NHS Futures Platform as excellent resources. Though the content is aimed at Maternity Services it also has wider organisational use. The content can be shared widely provided credit is acknowledged (see – Credit page of this document).

Some of the content can only be viewed on the Vimeo platform, so you will need an account, but it is easy to set up and separate instructions are attached and are also added as an appendix to the document.

2. **Maternity Services Inclusion Films**

Maternity Services videos – staff and service users share their personal experiences to help educate staff on inclusion matters, putting the patient at the centre of their care.

[2.1. It's OK to ask trailer](#)

Trailer of the 'It's OK to ask' series about 24 individuals' from different cultural backgrounds, asking about their maternity experience in the NHS.

[2.2. It's OK to ask about AUTISM](#)

'It's Ok to ask' - Cultural curiosity in maternity on autism including:-

- Top tips for a neurodiverse friendly environment;
- Understanding difficulties and the useful ways to communicate in order to provide a good maternity service;
- Changing our perception and language in order to help people feel included.

Useful websites:

- autism.org.uk
- autismandadhd.org
- maternityautismresearchgroup.co.uk **Useful videos:**
- youtube.com/c/NationalAutisticSoc
- youtube.com/user/2wehaveavoice

Downloadable Resources



[2.3. It's Ok to ask - BANGLADESHI community](#)

'It's Ok to ask' - Cultural curiosity in maternity services for the Bangladeshi community, including:-

- To understand difficulties in language barriers and culture differences and the useful ways to communicate with the Bangladeshi community;
- To understand and recognize cultural or religious differences as the largest proportion of women from Bangladesh are Muslim;
- How to politely check understanding in order to provide care and support.

Useful websites:

- bscmulticulturalservices.org.uk
- facebook.com/Rahamproject

Downloadable Resources



[2.4. It's Ok to ask the BLACK & AFRICAN communities](#)

'It's Ok to ask' - Cultural curiosity in maternity on Black & African communities including:-

- To understand the difficulties people meet and need to build up a connection with midwives;
- To understand cultural differences;
- Advice to the NHS that "Everyone is not the same" and to understand peoples individual needs, paying attention to ethnic minorities.

Useful websites:

- afiuk.org
- phoebecentre.org.uk
- yesyouthenquiry.service.org
- bscmulticulturalservices.org.uk

Downloadable Resources



[2.5. It's OK to ask the CHINESE community](#)

'It's Ok to ask' - Cultural curiosity in maternity for the Chinese community including:-

- Explaining the roles of midwives as the Chinese community do not know about midwives;
- To understand difficulties and loneliness that patients can feel due to the language barrier after giving birth; ☑ To understand cultural difference.

Useful websites:

- acesuffolk.org.uk
- bscmulticulturalservices.org.uk

Downloadable Resources



[2.6. It's OK to ask the Gypsy & Traveller community](#)

'It's Ok to ask' - Cultural curiosity in maternity for the Gypsy & Traveller community including:-

- To understand the difficulties of discrimination and prejudice the community face due to their ethnicity and useful ways to communicate and contact with the Gypsy & Traveller community;
- To recognize the terms of "Gypsy" and "Traveller" as they are not one homogenous group;
- Top tips on working with the community;
- The reason of rare breastfeeding in this community - due to the culture and education.

Useful websites:

gypsy-traveller.org

- travellermovement.org.uk
- onevoice4travellers.co.uk

Downloadable Resources



[2.7. It's OK to ask the LGBTQ+ community](#)

'It's Ok to ask' – Cultural curiosity in maternity for the LGBTQ+ community including:-

- To learn from lived experience how maternity services can work in partnership with the LGBTQ+ community;
- To recognize people and their partners, and to provide holistic support and care to make them feel validated and respected;
- To understand difficulties and needs;
- To know how a same sex couple might divide up parental roles and ask what words the person would prefer;
- To understand how a baby was conceived in terms of an IVF pregnancy; **Useful websites:**
- theouthouse.org.uk

- surrogacyuk.org

Downloadable Resources



[2.8. It's OK to ask the Refugee community](#)

'It's Ok to ask' – Cultural curiosity in maternity for the Refugee community including:-

- To understand the difficulties and diverse cultures, including experience of trauma and how refugees can have a very different understanding of what a midwife is, and what health services are available to them;

To explain exactly what maternity care is going to happen at each stage and the role of a midwife, including birth plans;

- To have a knowledge and awareness of what support is available in the local community;
- To chase up the information or the notes if they have had care in a different area of the UK and not to assume that they have had maternity care;
- Information on carrying out home visits and to assess if the accommodation that has been provided is suitable;
- To be compassionate and kind; listen to the stories and consider longer appointments;
- To use translation services and not to rely on partners or friends to translate or to source a face to face translator during the appointments.

Useful websites:

- cityofsanctuary.org
- ipswichcm.org.uk
- refugeewomen.co.uk
- rcm.org.uk

Downloadable Resources



[2.9. It's OK to ask the ROMA community](#)

'It's Ok to ask' – Cultural curiosity in maternity for the Roma community including:-

- To understand the difficulties and different cultures as there are communication barriers in accessing services and patients often lack a vocabulary to describe different issues around pregnancy and health due to a taboo topic of their culture;
- To understand what is the first language of the individuals or families they are supporting when communicating;
- To be very positive in the communication, maintain eye contact, display positive body language to help people overcome their fears and worries and communicate through interpreters;
- It will be much easier and culturally appropriate to engage with female professionals

To think about how to put people at ease, explaining clearly what the role is, why you need to ask certain questions and discuss how it is going to help them and their baby.

Useful websites:

- Romasupportgroup.org.uk

Downloadable Resources



2.10. [It's Ok to ask - the SOUTH ASIAN community](#)

'It's Ok to ask' – Cultural curiosity in maternity for the South Asian community including:-

- To understand the difficulties and different cultures and to recognize the important of family connections;
- To inform patients that the choices are theirs and to ask questions and understand their needs;
- To be mindful of cultural and religious practices;
- To fully understand people by creating a human connection and a safe space to be able to discuss and share ideas.

Useful websites:

- facebook.com/Rahamproject
- bscmulticulturalservices.org.uk

Downloadable Resources



2.11. [It's OK to ask – Survivors of sexual abuse](#)

'It's Ok to ask' – Cultural curiosity in maternity for survivors of sexual abuse including:-

- To understand the issues around choice and control, and validating a disclosure;

To help patients feeling more in control by providing choice;

- Deliver trauma informed care;
- Remove fear, and as a professional, feel confident in the subject of trauma and sexual abuse to ask the important questions;
- Validate a person's experience and acknowledge it, recognize the bravery and the courage when managing that disclosure.

Useful websites:

- survivorsintransition.co.uk

Downloadable Resources



[2.12. It's OK to ask – Visually Impaired Community](#)

'It's OK to ask' – Cultural curiosity in maternity for the visually impaired community including:-

- To understand the difficulties and make patients feel slightly less afraid when they are in labour, e.g. to keep the lighting controlled in some way;
- To provide the appropriate communication under the fast paced environment.
- Not to assume that there is anything about parenting that blind people can't do.

Useful websites:

- blindparents.uk
- rnib.org.uk
- guidedogs.org.uk

Downloadable Resources



[2.13. Dear Midwives](#)

A mother shares her views on midwives.

[2.14. Corrine](#)

Corrine, a woman from the BAME community, who is at a higher risk of diabetes, shares her views and difficulties on her pregnancy.

[2.15. Midwife's views](#)

A midwife shares her views on [Pregnancy, birth and ethnicity](#).

[2.16. Vitamin D in pregnancy](#)

Advantages of taking Vitamin D during pregnancy.

[2.17. My ethnicity and pregnancy](#)

Advice for Black women during pregnancy.

[2.18. Maternity services in a pandemic](#)

Maternity services are open during the pandemic and the maternity department is a safe place for pregnant women.

[2.19. Caspar, Kyle and baby Ivie maternity experience](#)

- Transgender couples on their experience of pregnancy;
- Importance of pronouns;
- Advice for hospital staff;
- How pregnancy affects mental health;
- How maternity services can be more inclusive.

[2.20. Ep.2 - Emergency Care - We Need To Talk About Trans Health Inequality](#)

- The shortcomings in the way that UK healthcare professionals care for our trans, non binary, and gender-diverse patients;
- To increase confidence and the cultural competency of healthcare workers working with trans people;

- To understand chosen names, not to assume pronouns.

2.21. Ep. 3 - Mental Health - We Need To Talk About Trans Health Inequality

- The shortcomings in the way that UK healthcare professionals care for our trans, non binary, and gender-diverse patients;
- 5 key points to remember when looking after trans.patients.

2.22. Ep. 4 - Maternity - We Need To Talk About Trans Health Inequality

- The shortcomings in the way that UK healthcare professionals care for our trans, non binary, and gender-diverse patients;
- To discuss the birth choice in early pregnancy and give a person time to really think about it;
- Times that the patient might need to be referred to the obstetrician;
- To consider if staff have experience or knowledge in trans pregnancy care and consider referral, to offer continuity of carer in order to avoid misgendering;
- To be aware and identify options for feeding baby;
- To talk early with the midwife about what language to use for a patient's body; ☒ To look at other ways to provide individualized support.

3. Credits

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4. Appendix – Account setup on the Vimeo platform

1. Enter the First and last name, email address (by using the work email) and password, and click “Join with email”.
2. You will be directed to a page of asking “How do you use video?” You may answer the questions (2 questions in total) or skip this page.
3. After clicked skip or submitted, you will be directed to a page of “Thanks for joining the high-quality home for videos!” (Please see below image.)
 - a. If you click “Learn more” (left of the blue box), you will be directed to the buying packages.
 - b. If you click “No thanks” (right of the blue box), you will be directed to the homepage of Vimeo.

vimeo

Thanks for joining the high-quality home for videos!

You're part of an amazing community of more than 260 million people who use Vimeo.

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4. Your account on Vimeo is now set up. You will receive an email to verify your account in the registered email address.
5. Please click to “Verify email address” and then you will be directed to the homepage of Vimeo.

Cultural Awareness calendar

August 2023		
Date	Celebration	
Whole Month	Psoriasis Awareness Month	
1-7	Breastfeeding Week	
4	Cycle to workday	
12	International youth day	
15	Assumption of the Blessed Virgin	Christianity
19	World Humanitarian Day	
19	Ganesh Chaturthi	Hinduism
20	Onam	Hinduism
30	Grief Awareness Day	
30	Raksha Bandhan	Hinduism
September 2023		
Date	Celebration	
Whole Month	Prostate Cancer Awareness Month	
Whole Month	Urology Awareness Month	
Whole Month	blood Cancer Awareness Month	
Whole Month	childhood Cancer Awareness Month	
Whole Month	sickle Cell Awareness Month	
Whole Month	world Alzheimer's Month	
Whole Month	international Blood Cancer Awareness Month	
Whole Month	world Dementia Awareness Month	
Whole Month	vascular Disease Awareness Month	
5	International Day of Charity	
6-7	Krishna Janmashtami	Hinduism
9-15	baby Loss Awareness Week	
10	world Suicide Prevention Day	
13	world Sepsis Day	
15-17	Rosh Hashanah	Judaism
17	world Patient Safety Day	
20-26	Organ Donation Week	
21	national Fitness Day	
24-25	Yom Kippur (Day of Atonement)	Judaism
25-31	National Inclusion week	
27	Mawlid an Nabi / The Prophet's Birthday (Umm al-Qura)	Islam
29	world Heart Day	
29-1	Sukkot	Judaism

The Midlands EDI Team

		
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