



England

Midlands



The Midlands Equality Diversity and Inclusion Newsletter - Issue 19

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Welcome to Issue 19, the August 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 [Midlands, Equality, Diversity and Inclusion Hub - EDI, OD and Digital Inclusion - FutureNHS Collaboration Platform](#)

National Update

EHIN Updates

Please see below for items to look out for this month on the Equality and Health Inequalities Network

- Thank you to everyone who completed the EHIN Members survey. We are now analysing the data collected to better understand how we can further develop this space. We hope that the coming changes will further support members in their journeys towards equity and equality. One of the changes that has been implemented is the changes to the Workforce folder. We have now provided a direct link to NHS England's Equality Diversity and Inclusion space for Workforce. Whilst the EHIN will continue to focus on patients, we have transferred all workforce related folders to the Workforce Network.
- A discussion about Caste - on 17 August to celebrate South Asian History Month, the Anti Caste Discrimination Alliance insight into what Caste is, why it exists amongst some South

Asian communities and what the impact of Caste discrimination is on individuals' mental health. The [recording and accompanying slides are now available on the EHIN](#).

- [NHS England's LGBT+ session](#) – on 25 September all Network members are invited to join Lizzie Streeter and Dr Michael Brady to hear about what the team does, what they are currently working on and how they support the wider system with LGBT+ health inequalities. The session will focus on the key components of addressing LGBT+ health inequalities: data collection and monitoring, education and training, delivering LGBT+ inclusive services and supporting the LGBT+ workforce. There will be a Q&A at the end of the session for you to bring any questions you might have for the team. Contact england.petehin@nhs.net for the webinar link
- Peer Support Sessions – we are looking to showcase and highlight any areas of good practice when addressing equalities and/or health inequalities in any area, from NHS Organisations and VCSE organisations, or any collaborative work with the NHS and any other organisation. If you would like to share any work via a webinar Peer Support Session, please contact england.petehin@nhs.net
- Evidence and case studies – do you have any research or case studies related to equality and/or health inequalities that you can share? The [Equality Evidence Repository](#) provides links to key evidence sources for assessing equality issues across the 9 protected characteristics of the Equality Act and health inclusion groups. Our [Guidance and Resource](#) folders provide an opportunity to share good practice and generate collaboration and coproduction across NHS healthcare systems. Network members are invited and encouraged to contribute to both
- Please note our new email address. We now have a dedicated email address for members to contact us. Please send any queries to england.petehin@nhs.net

[Keep a look out](#) –

- On 30 October Network members will be invited to a session with the [NHS Race and Health Observatory](#) and Dr Habib Naqvi, as part of Black History Month.
- We will also be hosting a session for the Equality and Human Rights Commission (EHRC), aimed at EDI, Patient Equalities and Health Inequalities Leads in ICBs, to speak about their new business plan and associated objectives. Relevant ICB leads will be invited to hear about how the EHRC will be supporting the NHS to be complaint with the PSED. Date tbc

Homeworking and hybrid working

Homeworking and hybrid working

The NHS Staff Council, on behalf of NHS trade unions and employers, has agreed to incorporate a [home and agile/hybrid working framework](#) into the NHS Terms and Conditions of Service. The framework supports the NHS People Promise and builds on the NHS Long Term Workforce Plan and recognises the differing needs of the NHS workforce. It will be updated from Monday 2 October.

NHS equality, diversity and inclusion (EDI) improvement plan

The NHS England EDI improvement plan aims to improve equality, diversity and inclusion and to enhance the sense of belonging for NHS staff.

Published in June 2023, the [EDI improvement plan](#) sets out six targeted actions to address direct and indirect prejudice and discrimination, that exists through behaviour, policies, practices and cultures against certain groups and individuals across the NHS workforce.

Regional Update

Inclusive Recruitment Workshop Package for Enhanced Talent Management

We are pleased to inform you that we have designed a workshop to discuss progress and challenges focusing on inclusive recruitment and talent management across the 11 ICS in the Midlands.

The workshop will be facilitated in way to help you move from words to actions. We understand that ICSs are now working towards one workforce supporting the long-term workforce plan and the national EDI improvement plan. With that in mind we hope this workshop will provide those responsible in the recruitment processes an opportunity to share what is working and what actions need to be taken to move to an inclusive recruitment approach by recognising the diverse talent within our workforce.

Please cascade down to relevant colleagues.

Who should attend:

- Resourcing and recruitment managers
- ICS wide senior managers who can influence the de-biasing recruitment process.
- Policymakers
- Retention/Recruitment leads, CPOs & HRDs
- ICS workforce System leads/Talent leads/EDI Lead

To register your interest please click [here](#)



Midlands
Inclusive recruitment for ICS leadership teams

A workshop to discuss progress and challenges, focusing on inclusive recruitment and talent management.
 Designed to help you move from words to actions and take accountability for this important agenda

Who should attend:

- Resourcing and recruitment managers
- ICS wide senior managers who can influence the de-biasing recruitment process
- Polymakers
- Retention/Recruitment leads, CPOs & HRDs

Register here: <https://forms.office.com/e/61N0p2a8>
 For further information about programme contact please contact: england.midland@nhs.net

Register Here

1 - Please use link in text to register



Midlands
Inclusive recruitment for ICS leadership teams

Leicester, Leicestershire and Rutland	1pm - 3.30pm	Monday 16th October
Coventry and Warwickshire	10am - 12.30pm	Friday 20th October
Northamptonshire	10am - 12.30pm	Tuesday 24th October
Shropshire and Telford and Wrekin	10am - 12.30pm	Friday 27th October
Black Country	1pm - 3.30pm	Monday 30th October
Lincolnshire	1pm - 3.30pm	Monday 6th November
Nottinghamshire	10am - 12.30pm	Thursday 9th November
Birmingham and Solihull ICS	1pm - 3.30pm	Monday 13th November
Hertfordshire and Worcestershire	1pm - 3.30pm	Tuesday 14th November
Staffordshire and Stoke-on-Trent	10am - 12.30pm	Friday 24th November
Derbyshire	10am - 12.30pm	Thursday 30th November

Register Here

Once you register, keep the date and time clear in your diary prior to receiving the session invite from the facilitator.
england.midland@nhs.net

Hello my name is Yassar Mohammed

#hello my name is...

The 'Hello my name is'.... campaign is focused on reminding staff to introduce themselves to patients properly as it advocates that a confident introduction is the first step to providing compassionate care and is often all it takes to put patients at ease and make them feel relaxed whilst using NHS services. We will be using the same principle, in terms of asking our regional EDI Leads to introduce themselves and provide some insights into the work that they do across the Midlands.

1. Tell us about yourself – your role, and a brief description of what you do

I am the Head of EDI at Birmingham and Solihull (BSOL) Integrated Care Board, I support strategic direction of EDI across the Birmingham and Solihull footprint and beyond, continuing to develop a culture of inclusion and belonging for staff, empowering systems, structures and processes to deliver appropriate, responsive, equitable services for patients and advocating for cultural improvement, and working together to tackle discrimination.

2. How do you champion equality, diversity and inclusion in your current role? What difference have you made?

I champion EDI by wining hearts and minds, working collaboratively, demonstrating authenticity, challenging thinking, lifting people when they are down to enable them to be the best they can be, I also understand that there is more to do. The difference that I made so far in my role at BSOL ICB is by working with colleagues to develop the first iteration of Inclusion, Belonging at BSOL “*Everyone does inclusion*” EDI Strategy, this strategy is in the first phase of development, consulting and engaging with colleagues across BSOL seeking their view on lasting impact and change.

3. Tell us about what you’re doing to support the NHS for the benefit of our patients, families and colleagues, and share the difference your team is making.

My team works in the OD and EDI space, Influencing policy and implementing strategy to root out “*discrimination*” and enable inclusive and just cultures. We review policy, implement positive action, and work on bespoke programmes that enable and promote Inclusion and Belonging at BSOL. We have established workstreams that will support the Inclusion Belonging Strategy.

4. Is there anything you’d like your colleagues to do that would help with what you’re working on?

Pick up the phone or send an email so that we can talk, we work in the EDI space we must have things in common.

5. What are your top tips for maintaining health and wellbeing?

My top tips for health and wellbeing, you are important, look after yourself no one else will! Be conscious about how you feel and work things through by talking to immediate loved ones or reach out to staff support hubs, remember it is okay not to be okay, don’t suffer in silence, our roles are difficult and we carry a lot on our shoulders, the most important thing is talk, if you think something is not right speak up, don’t be afraid. Aim to maintain a healthy lifestyle with a diet and workout plan, I am in my 40’s and I know that people from South Asian backgrounds are more likely to be diagnosed with diabetes and cardiovascular disease, hence I try my best. Also look after your mental health, practice mindfulness, do yoga, don’t overthink, everything works itself out, keep working towards your goals and enjoy the journey, you only have one life live it!

6. This year the NHS celebrates its 75th birthday: what particular aspect of the NHS would you highlight and celebrate?

The aspect of the NHS that I like to highlight and celebrate is our diversity and overcoming adversity and challenges, that’s what makes the NHS so special, people from all walks of life working together to care for patients and supporting each other to be the best.

Email Yassar.mohammed2@nhs.net

Mobile : 07730 025480

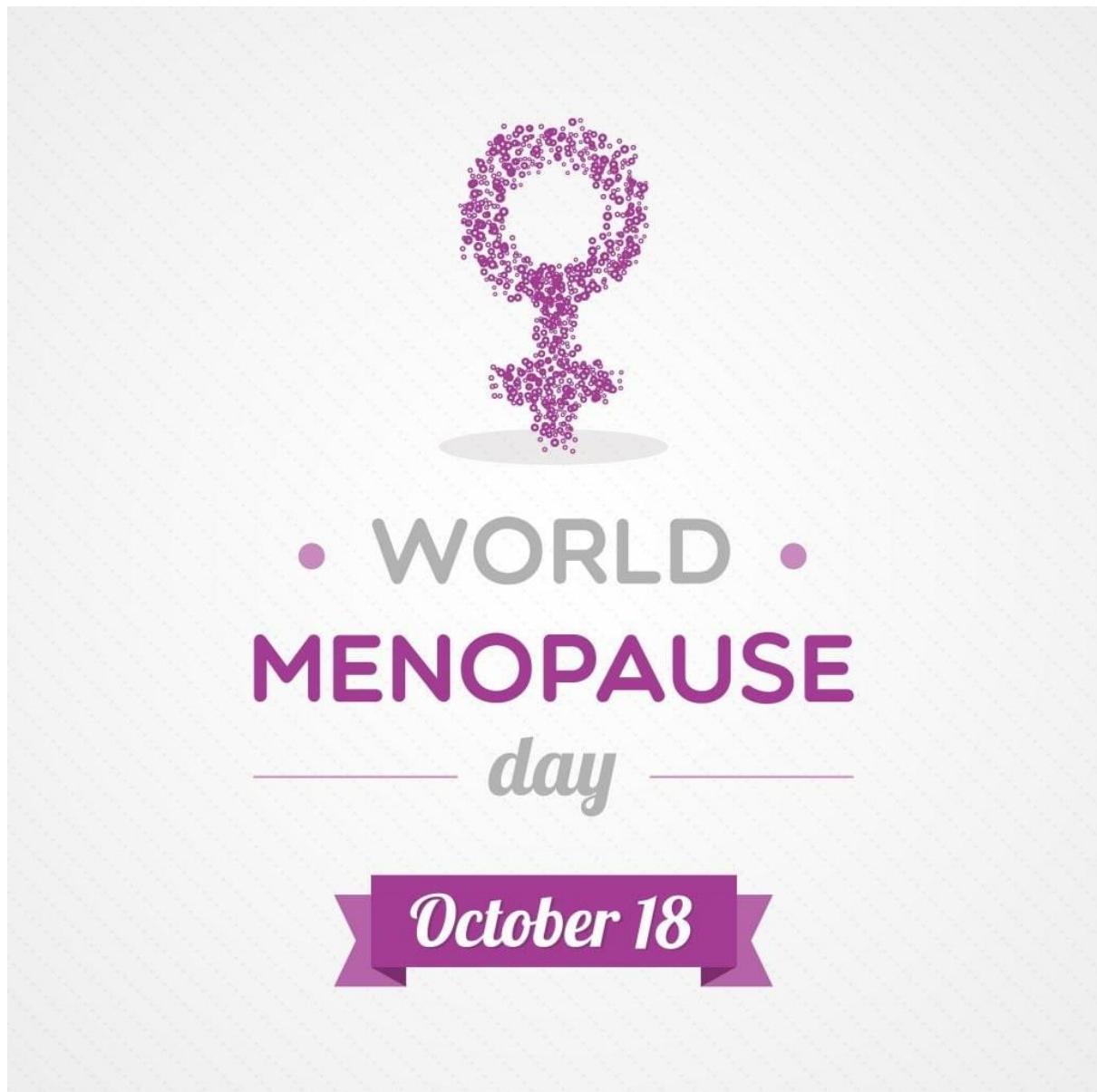


2 - Yassar Mohammed (MBA)

Head of Equality, Diversity and Inclusion

NHS Birmingham and Solihull ICB

World Menopause Day (October 18) - We want to hear from you



World Menopause Day is observed on October 18 every year to raise awareness about the impact the condition has on the lives of women around the world. Despite affecting about half of the world's population, menopause isn't talked about as much as it should be. Observing the day is also an opportunity to encourage further medical research on the condition.

*Ahead of World Menopause Day (October 18) we are keen to hear of any examples from organisations about how you are supporting colleagues through menopause and about any impact this is having. If you've done some good work in this area and have some progress that you'd be keen to share, please email the Midlands EDI team on england.midlandsedi@nhs.net stating **"Menopause Stories"** in the subject, please note this could be **either stories from an organisation or 'people stories'***

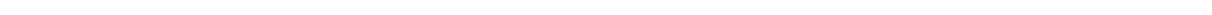
NHS England Midlands Staff Menopause Network

It is important that we all feel informed and connected throughout our work within health and care organisations. Menopause can be a time where we or our colleagues need additional support, knowledge, connection and understanding as well as practical and relevant solutions. We would like this community of practice to be a group for people who share a passion for learning how to make this time better for people who are finding menopause to be a challenging time. There are so many wonderful initiatives already taking place in the Midlands with great ideas and expertise that should be shared and celebrated. We would like your help to connect teams and organisations as well as building on personal experiences and expertise, and really value your views about how we can develop this group to provide the support that you need. Please fill in this short questionnaire so that we can develop this community of practice and learn together.

Action:

- Print the poster attached and share with NHS staff
- Forward the this to interested colleagues
- Scan the QR code and get involved or click the link <https://forms.office.com/e/NT0VvrtuLd>

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 Focus on Disability at UHB

University Hospitals Birmingham NHS Foundation Trust is committed to improving the experiences of staff with a disability including neurodiversity, long term health conditions or mental health conditions, and over the last 12 months has introduced a number of innovative ways to achieve this. The two key goals have been to improve the way in which staff are able to request and receive reasonable adjustments, and to increase the number of staff that feel comfortable to share their disability with the Trust.

Our focus on reasonable adjustments has started with a centralised pathway for Access to Work. Staff are still required to make the first contact with Access to Work themselves, and to assist with this we have improved awareness by offering training and a UHB Access to Work leaflet to outline the process. Once staff receive their report from Access to Work with recommendations, this is sent to the Inclusion, Health and Wellbeing Team who arrange the purchase and installation of any recommendations from a centralised budget code, as previously a barrier to timely progress had been an inconsistency in approach across departments and lack of clarity around expenditure. Since piloting and then expanding the pathway, the majority of staff have received their recommendations within the 13 weeks recommended by Access to Work which is a significant improvement on the lengths of time that staff had been waiting previously. By providing a centralised pathway, local teams can continue to focus on patient care knowing that a dedicated team are implementing all elements required for staff with a disability to thrive at work.

The second approach has been to increase the confidence of our staff to share with us that they have a disability because the better we know our staff the more proactive our support and information can be to make work more accessible for all. This starts with us asking staff to *share* their disability rather than *declare*. It has included the creation of a bespoke animated video explaining to staff what a disability is, why sharing will benefit them, and how to share, and another video with senior staff talking about the importance to them of sharing their own disability at work. We have worked with our onsite ESR team to produce a guide showing staff how to update their disability status on ESR and have also created a new training session for managers in the Trust which explores key messages around disability, what support is available, how to implement workplace adjustments and where managers can access help and support. This training has been incredibly effective and well received and over 400 managers have attended so far, becoming disability champions across the organisation. Additionally we are working on a new innovative way for staff to share their disability, rather than logging in to ESR Self Service that some staff may struggle with. Our new approach will allow staff to

share their disability during their annual appraisal and have this information automatically link to their ESR profile.

Bringing the experiences and support for our staff with a disability to the fore front has led to our largest year on year increase in the number of staff sharing their disability with us, and this month on month increase continues to grow. As we are preparing to write our next WDES report we are asking our staff with a disability what else they would like us to work on over the next 12 months to continue this momentum.

Trust awarded Race Equality Matters Trailblazer status

Chesterfield Royal Hospital NHS Foundation Trust has been awarded the prestigious Trailblazer status from Race Equality Matters, a not-for-profit organisation seeking to improve racial equality.

Trailblazers are organisations that are successfully taking action and making an impact on race inequality and Chesterfield was selected for work on The Big Promise solution. The Race Equality and Cultural Inclusion Network supported the implementation of the 'The Big Promise' during Race Equality Week (6th – 12th February). The Big Promise is an initiative where individuals and organisations can learn about race inequality and make a public commitment to tackling this issue. By supporting colleagues to make a commitment, large or small, to tackling race equality we hope there will be a wider positive impact in the organisation to address racial inequality and become a more diverse, inclusive and equal organisation.

Race Equality Matters Trailblazer status is determined by an independent panel of experts - all with lived experience. It aims to identify meaningful impact, keep momentum going, inspire others and evidence an organisations commitment to tackling race inequality.

Hailey Pottinger, Co-Chair of the Race Equality and Cultural Inclusion Network at Chesterfield Royal Hospital NHS Foundation Trust said: "The Big Promise helped us to create an inclusive environment where everyone could get involved and talk to us about Race Equality. By giving the Big Promise a central focus, especially as part of Race Equality Week, we created a positive statement and encouraged conversations with colleagues. The aim was to increase the understanding that race equality is everyone's business and secure buy-in and a sense of personal responsibility.

"At Chesterfield, a lot of work is being done to raise awareness of anti-racism (and how that is different to simply not being racist). This work is laying the foundations for conversations around racism and feeding into the creation of our Anti-Racism Strategy. There was a big focus on as part of Race Equality Week.

Kevin Sargen, Medical Director and Race Equality Executive Network Sponsor, at Chesterfield Royal NHS Foundation Trust said: "We are pleased to be highlighted as trailblazers; however, we recognise

that this is an ongoing process and there is a lot more we all need to do as an organisation and as individuals to ensure that that we not only highlight this agenda but actively drive action and change. As a Board of Directors, we have made a commitment to tackling race inequality and to be accountable for taking actions. It is something that is very important to all of us and to our colleagues across the organisation.”



3 - Hailey Pottinger and Tsungie Munyaradzi, Co-Chairs of the Race Equality and Cultural Inclusion Network at Chesterfield Royal Hospital.

NHS Confederation’s BME Leadership Network - Join us during Black History Month

NHS Confederation’s BME Leadership Network invites you to attend an **annual lecture and drinks reception for Black History Month** in the House of Commons, Attlee Suite, Portcullis House at 6 – 9pm on Wednesday 18 October 2023.

Professor Kevin Fenton CBE FFPH PHD, London’s Regional Director for Public Health will deliver a lecture on **Universalise the best: An antiracist model for building healthy communities**. The lecture will enable NHS leaders to understand and harness the assets and creativity of their local communities in developing their approach to addressing health inequalities.

Members will have the opportunity to meet parliamentarians, national stakeholders and peers to discuss the challenges they face in their work and to help attendees understand how improving equality, diversity and inclusion within the NHS can help deliver better care for all.

Wednesday 18 October 2023

House of Commons

Attlee Suite, Portcullis House

6pm – 9pm

We expect demand to be high so please [book your place](#) as soon as possible. Should you have any questions about this event please email bln@nhsconfed.org.

NHS Race and Health Observatory - We deserve better: ethnic minorities with a learning disability and access to healthcare

[This](#) five-part review examines two decades of research looking into discriminatory barriers preventing equitable health care treatment. It finds that people with a learning disability from Black, South Asian (Indian, Pakistani or Bangladeshi heritage) and minority ethnic backgrounds face shorter life expectancy triggered by poorer health care access, experience and outcomes. It also captures the lack of reasonable adjustments and failure to recognise individual needs. Other obstacles identified include language barriers, cultural and religious insensitivity, a lack of information in easy-read format, and a lack of information during transitional care in hospital and home.

How can courageous leadership impact on systemic patterns to create change?

The two-day virtual workforce event, [Those who dare: thinking differently about the health and care workforce](#). Here you will learn about the impact of putting equity, diversity and inclusion into the foreground on people's health and wellbeing.

At this event you will learn from initiatives across the UK that showcase innovative ways of working. Sessions will cover topics such as: recruitment, retention, wellbeing, and equity, diversity and inclusion.

An overview of the EDI dashboard on the Model Health System

The [recording of this session is now available](#). (You'll need to be logged in to Model Health System to view).

The [slides and the Q&A for the webinar](#) are on our FutureNHS workspace, together with a link to the recording.

You might also find our [frequently asked questions](#) useful.

We are continually striving to deliver a meaningful series of webinars that are interesting and informative for you. Please take a couple of minutes to [complete our anonymous survey](#) so we can incorporate your feedback into future sessions.

We are currently looking to expand our network of Model Health System Ambassadors. Are you passionate about using data to shape improvements in your organisation? Interested? Drop us a line to find out more! england.ambassadornetwork@nhs.net

Race Equality Matters

Antiracist versus "Not Racist"

Inspired by Ibram X Kendi, How to be Antiracist~

Antiracist --

👁️ Awareness: Being aware of your own biases, privileges, and how you benefit from white supremacy

👂 Listening: Leaning in and listening without centering your own experiences and whiteness; owning your mistakes and not getting defensive

📖 Education: Educating yourself on race, racism, and white supremacy; paying Black educators (not expecting free education)

🗣️ Activism: Speaking out in your personal life, professional life, and social media, and calling people out/in as needed

"Not Racist" --

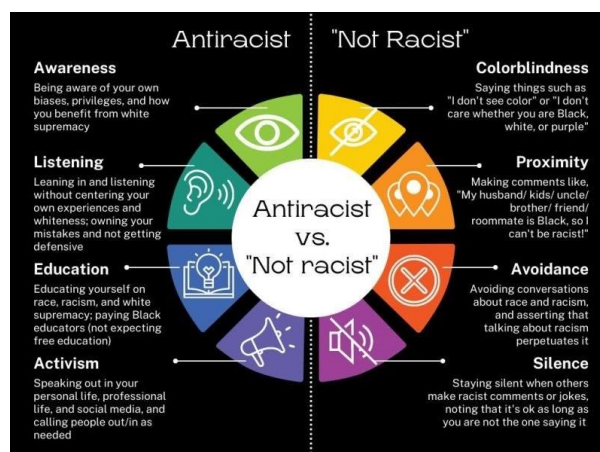
🙄 Colorblindness: Saying things such as

"I don't see color" or "I don't care whether you are Black, white, or purple"

🗨️ Proximity: Making comments like, "My husband/ kids/ uncle/ brother/ friend/ roommate is Black, so I can't be racist!"

🙊 Avoidance: Avoiding conversations about race and racism, and asserting that talking about racism perpetuates it

🔇 Silence: Staying silent when others make racist comments or jokes, noting that it's ok as long as you are not the one saying it



Get involved in National Inclusion Week



National Inclusion Week aims to raise awareness of and celebrate inclusion in the workplace, encouraging employers and employees to consider and reflect on the things they could be doing better but also to celebrate the successes they have achieved through diversity and inclusion work.

Created by [Inclusive Employers](#) and now in its eleventh year, the theme for National Inclusion Week is 'Take Action Make Impact'. The week aims to get organisations and individuals thinking about what actions they can take and what impacts these actions could and should have on marginalised people in their workplaces.

Visit the [National Inclusion Week](#) website to register and access their toolkit, resources and find out what else is happening during the week.

Race Disparity - Inclusive Innovations in Health (online event) Wednesday 11 October 2023, from 10am – 12:15pm

We are delighted to bring to your attention the above event which is being hosted by the East Midlands Academic Health Science Network.

Race disparity has been an important and high-profile topic for some time. This session is aimed at health and care professionals, patients, service users, community members, academic or research staff and innovators – anyone keen to learn more about this topic. We would be grateful if you would also share the link with your colleagues and networks.

This 2 hour 15 minute online session, aims to raise awareness of the key health challenges facing Black and ethnic minority communities. Dr Habib Naqvi from the NHS Race and Health Observatory will set the context and highlight key disparities, facing Black and ethnic minority communities in England. You will also be treated to a sample of innovations offering solutions to some of these key challenges.

Please book your free place here: <https://www.eventbrite.co.uk/e/race-disparity-inclusive-innovations-in-health-tickets-698868072217>

If you have any queries or require any accessibility support, please contact: emahsn@nottingham.ac.uk

Women's Network Celebrates South Asian Heritage Month at West Midlands Ambulance Service

In an organisation that is over 50% female, it goes without saying that women would want to empower each other within the workplace. That's why the Trust Women's Network Event was a huge success for everyone in

attendance on Thursday. The event took place at Sandwell Hub and took the opportunity to celebrate South Asian Heritage Month, with a special performance from Bhangra dance group, The Lionesses and attendee's having the opportunity to try on a Sari and sample South Asian food. Chair of the Network, Becky Godfrey, said: "It's fantastic to see so many women and allies of women coming together in our organisation to support each other and also to support South Asian Heritage Month. The event had a great turnout, with over 40 people attending to enjoy a day of networking, guest speakers, CPD opportunities and a special dance performance and lesson from The Lionesses. A huge thank you to everyone who helped arrange the day including Vice Chair of the Network, Sonia Bhatti and Manjeet Malhi for their support in arranging this great event for staff to enjoy." For anyone wishing to find out more information about the Network, or those wishing to join please contact Becky.



Maximising Your Potential - BME Leadership Programme

On 8th June 2023, NHSE published its Equality, Diversity and Improvement (EDI) Plan (https://www.england.nhs.uk/wpcontent/uploads/2023/06/B2044_NHS_EDI_WorkforcePlan.pdf). The improvement plan sets out targeted actions to address the prejudice and discrimination – direct

and indirect – that exists through behaviour, policies, practices and cultures against certain groups and individuals across the NHS workforce by addressing six high impact actions. The following actions relate specifically to career development, representative leadership and reducing inequity on pay

High Impact Action 2: Embed fair and inclusive recruitment processes and talent management strategies that target under-representation and lack of diversity.

High Impact Action 3: Develop and implement an improvement plan to eliminate pay gaps.

Arden and GEM CSU have developed an award winning bespoke BME Leadership Development Programme with the intention of supporting BME talent within the NHS, with organisations participating in the programme reinforcing their organisational commitment to equality of opportunity and progression. The programme not only acknowledges that differential experience exists but aims to equip individuals with the tools and confidence to maximise potential and provide a safe space where BME staff can both talk freely and develop and share learning. Based upon the nine dimensions of the NHS Leadership Academy's Healthcare Leadership Model, participants will deepen and widen their understanding of what it means to be an effective leader and how to influence, lead and manage others.

The aims of the programme are:

- To build leadership resilience and confidence through the successful challenging of potential and perceived barriers
- To help individuals improve accountability and engagement among their teams
- To introduce a coaching style of leadership in line with a wide range of leadership principles and to appreciate a more flexible approach in the new world of virtual leadership
- To help individuals understand their own impact and adjust their style for improved inclusivity and enhanced organisational culture
- To give the opportunity to understand their self-worth and how best to bring their best selves forward in both the workplace and interviews
- Empower you to become a role model to help inspire the development and progression of others

Working in partnership with The Newcastle upon Tyne Hospitals NHS Trust, the programme has been shortlisted in a number of national awards including;

- HSJ Award 2022 in the category NHS Race Equality Award
- Nursing Times Workforce Summit Awards in the categories of Best Employer for Diversity and Inclusion

The pilot was awarded the Best Workplace for Learning and Development at the Nursing Times Workforce Summit Awards 2022.

Commenting on the winning entry, the judges said:

“This is really innovative. This entry has replicable learning for other services and provides hope for those service users with protected characteristics.”

Karen Pearce Head of Equality, Diversity and Inclusion (People) at the Trust said “the Trust has been able to provide opportunities for 50 staff from ethnically diverse backgrounds to access leadership development within an 8 months period and the feedback and evaluations have been fantastic. The bespoke programme enabled a positive action approach that provided access at a significantly faster pace than would have otherwise been possible. In addition it has allowed us to focus on a wraparound offer to ensure we continue to make progress in this area of career development”.

For further information contact Usman Malik on usman.malik1@nhs.net

Disability Summit 2023: Lead the change

[Register](#) for NHS Employers’ annual Disability Summit on 29 and 30 November. The online event will showcase good practice around addressing pay gaps, inclusive recruitment and talent management strategies, health inequalities in the workforce and creating psychologically safe workplaces.



Nursing while Black by Professor Calvin Moorley

Race matters and has visceral social, psychological, physical and political consequences across society on health care structures. In [this](#) inaugural lecture Professor Calvin Moorley, a Mary Seacole scholar (2014) discusses why racism is killing Black nurses. University. The NHS has been built, developed, and sustained by various immigrant populations. Their contribution is often met with racism and remains largely unrecognised. Black nurses are more likely to be referred to the NMC for fitness to practice by their employers, are less likely to be shortlisted for or be successful at senior positions, occupy the profession’s lower hierarchy and in the Covid 19 pandemic have been disproportionately affected. Professor Moorley shares his insights and solutions to overcoming these issues and delivering justice for Black nurses.

As well as being a registered nurse, Professor Calvin Moorley is a prominent researcher exploring the interplay between ethnicity, gender and culture in health care experiences. Calvin has worked in critical care settings for over 25 years. He qualified as an adult nurse from the University of Essex in 1995 and later completed a B.A.(Hons) in Social Policy from Goldsmiths College, University of London. In 2012 was awarded a PhD for a thesis entitled 'Life after Stroke: personal, social and cultural factors – an inner city Afro-Caribbean experience'. He is a holder of the Mary Seacole Award for Leadership in Nursing (2014) and is a member of the Nursing and Midwifery Council.

Observatory backs new NMC publication Spotlight on nursing and midwifery

The Observatory has today welcomed the Nursing and Midwifery Council's publication of its ['Spotlight' report](#) on nursing and midwifery.

The report highlights a number of key areas; how international professionals experience discrimination, how racism affects retention of nursing and midwifery staff, inconsistent support for those joining the profession and long standing issues around maternity care.

Commenting on the report, Dr Habib Naqvi, chief executive of the NHS Race and Health Observatory said:

“We welcome the approach taken by the Nursing and Midwifery Council in producing this vital and comprehensive Spotlight on Nursing and Midwifery report. We also welcome the acknowledgement in the report that racism affects retention of nursing and midwifery staff as well as patient care. Nurses and midwives provide care across the life-course and should not have to encounter incidents of racial abuse and discrimination from colleagues or patients – this includes international professionals who elect to fulfil their vocation for caring in the UK.

“Tackling racial inequities in maternal and neonatal healthcare is key area of focus for the NHS Race and Health Observatory. We look forward to working with the NMC in transforming insights on professional learning and practice into tangible actions for change.”

NHS England's LGBT+ Health Team

Come along and meet the LGBT+ Team from NHS England. All members are invited on **25 September 2023 - 1-2pm** to join Lizzie Streeter and Dr Michael Brady to hear about what the team does, what they are currently working on and how they support the wider system with LGBT+ health inequalities. The session will focus on the key components of addressing LGBT+ health inequalities: data collection and monitoring, education and training, delivering LGBT+ inclusive services and supporting the LGBT+ workforce. There will be a Q and A at the end of the session for you to bring any questions you might have for the team.

The session will be recorded for future viewing, and so please put yourself on mute upon entry to the session.

For attendance – please contact england.petehin@nhs.net to gain the link and diary invite to attend. This session is open and does not require registration.

Back to basics – understanding lived experience and intersectionality in health and care

There is a well-established case for involving communities and people with lived experience in health and care policy, service design and delivery. NHS England guidance on working in partnership with communities highlights the financial benefits and improvements to quality and health outcomes that working with local communities brings. At The King’s Fund, we have [publications](#) and [blogs](#) reinforcing this message and challenging systems to think differently about working with local communities and people with lived experience of services when designing and delivering care. But could this involvement go further? There are people who argue for the use of intersectional approaches in understanding people’s lived experience of care in tackling ethnic health inequalities. These intersectional approaches help health and care providers shift their focus from people’s behaviours to also identifying and addressing ways of working that create and reinforce inequalities and poor experiences of care.

To read more please click [here](#)

Source: [The King's Fund | health policy, NHS leadership, events \(kingsfund.org.uk\)](https://www.kingsfund.org.uk/health-policy/nhs-leadership-events)

Resources/Guidance

NHS Clinical Entrepreneur Programme (CEP)

Are you a problem solver, creative thinker, or innovator in the NHS? Do you have an idea you wish to develop and scale for patient benefit? This free, inclusive [one year programme](#) offers mentoring, bespoke commercial education, customer matching, resources, and development tools and access to a community of like-minded individuals and industry experts.

Delivered by Anglia Ruskin University, applications to the programme starting in March 2024 will open from the 2–29 October 2023. All NHS staff with a great idea, at any stage of development, are encouraged to apply. To get your application ready, [join the CEP prep webinar series](#) throughout July and September 2023.

- **Act Against Racism: A toolkit from the Royal College of Psychiatrists** [Act Against Racism](#) is a campaign to help organisations to tackle racism in the workplace. The Royal College of Psychiatrists have published guidance and a toolkit with downloadable resources to support the campaign.

- **The practice of collaborative leadership: Across health and care services** The health needs of the population are changing and many people need more co-ordinated care. This [King's Fund report](#) outlines six leadership practices key to successful collaboration.
- **We deserve better: Ethnic minorities, learning disabilities and access** The Race and Health Observatory (RHO) has [launched a report](#) on access to healthcare for people with a learning disability from an ethnic minority background. The RHO plans to work with relevant organisations to help progress a high-quality health and social care provision.

Race Network Leads and Future Leads Virtual Networking Event

This event will focus on what leaders CAN do to create change. During this highly collaborative event, you will:

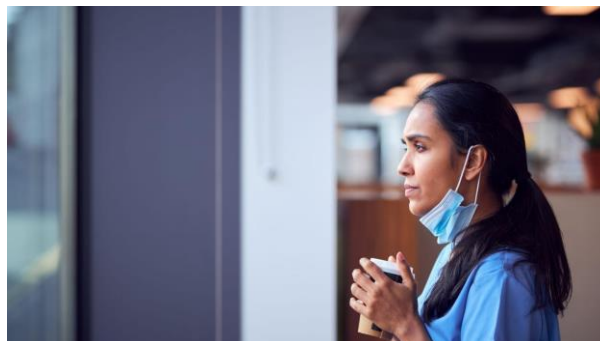
- Hear examples of how leaders have driven real change in an organisation.
- Have the opportunity to share your experiences of leaders that are making a real impact.
- Leave with 50+ ideas and insights on how your leaders can make an impact.

Date & Time - Sep 14, 2023 12:30 PM

[Register now](#) for this free virtual event.

Combatting racial discrimination against minority ethnic nurses and midwives

A new anti-racism resource has been published by NHS England to enable staff to take action against inequality. The NHS Confederation's equality, diversity and inclusion group supported this piece of work which is designed to help nurses, midwives and nursing associates recognise and challenge racial discrimination and by doing so, it supports staff wellbeing, physical and psychological safety. Click [here](#) to find out more.



Upcoming changes to flexible working

The UK Employment Relations (Flexible Working) Act 2023 (The Act) will come into force in July 2024. Click [here](#) to read more.

Cultural Awareness calendar

DATES FOR YOUR DIARY		
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
October 2023		
Date	Celebration	
Whole Month	Dwarfism Awareness Month	
Whole Month	Lupus Awareness Month	
Whole Month	Black History Month	
Whole Month	Breast Cancer Awareness Month	
Whole Month	Attention Deficit Hyperactivity Disorder (ADHD) Awareness Month	
2-8	World Dyslexia Awareness week	
6-8	Shmini Atzeret / Simchat Torah	Judaism
9-15	Baby Loss Awareness Week	
10	World Mental Health Day	
15-24	Navratri begins	Hinduism
18	World Menopause Day	
20	Birth of the Guru Granth	Sikhism
23	Vijayadasham	Hinduism
31	All Hallows' Eve / All Saints' Eve	Christianity

The Midlands EDI Team



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