

Barts Health Career Development Programme for black and minority ethnic (BME) and female staff

The challenge being addressed

- **15,000** staff across five hospitals and community sites across east London
- **Female** and **BME** staff under-represented in senior management roles

An overview of the work

£50,000 from NHS England to support a BME Staff Development Programme

A **multi-disciplinary steering group** for the programme to lead:

- Barts Health Career Development **workshops**
- **Film production** on the experience of BME staff
- Development of an **online training app**

59 members of staff took part in a series of three practical and motivational development workshops to help Barts Health staff to:

- **Boost confidence**, strengths, raise awareness and aspirations
- **Identify and develop career aspirations**, plan and strategies
- **Build job application**, interview and presentation skills

The bespoke programme raised the confidence, aspirations and attainment among women and BME staff.

Members of the **Senior Management Team** supported each cohort by talking about their leadership or career journey, and how they overcame barriers on the way.

Barts Health **part funded the programme** with a dedicated Project Lead seconded into the role.

Outcomes

- **59 participants** - **54 BME** and **5 White**
- **Two secondment** appointments
- **Four successful** in application to higher band post
- **Three applied for higher band posts** (one was a nurse who had been in same post for over 20 years).
- One participant shared their story as part of a recruitment campaign.
- One participant interviewed by **Nursing Standard**
- The film will be used as part of the recruitment and selection training programme for people managers
- The programme won a **Barts Health Heroes Award** - 'Achieving ambitious results by working together'

Key learning

- **Leadership buy-in** and visible leadership required for promotion of equality and inclusion in the workplace
- **Staff engagement and involvement** is key for the development of effective and sustainable staff development programmes
- **Effective communication** of rationale required for significant take-up
- **Career Development and Talent Management** is required for addressing retention and wellbeing of staff

What next?

- Cohorts 6-7 running from January to March 2016 with a total of **60 in attendance**.
- Cohorts 9-15 starting in April running through to November 2016 with **17 people** booked to attend so far.

"This has been one of the best development programme I have ever been on. The trainer had a great positive attitude and everyone's energy in the room was amazing. Left the room having made some great new friends and felt very inspired. I can't wait to attend the next session!"

- Transport Governance Manager