

# THE NURSING AND MIDWIFERY EQUITY PROGRAMME



Equity Through Sponsorship, Support and Connection

# Introduction



The Nursing and Midwifery Equity Sponsorship Programme offers a research-backed structure specifically designed to assist executive white leaders in advancing the careers of aspiring Global Majority nurse leaders and midwives.

This initiative aims to identify and nurture existing talent within the NHS, talent that might otherwise remain unrecognised or lack the opportunities to ascend into senior or executive roles within the NHS.

Through this programme, we aim to create a pathway for more diverse healthcare leadership, ensuring that promising professionals receive the support and visibility they need to succeed.



# The Case for Change

## Equity Through Sponsorship, Support and Connection

Nurses and midwives form the largest collective professional group within the NHS. One in every five is from a global majority background, and data about the NHS England workforce shows that almost a quarter (24%) of the workforce is from a Global Majority background. Since 2021, the total number of staff from Global Majority backgrounds has increased by more than 27,000.



# What We Know

A report by the University of Greenwich highlights how a lack of awareness about cultural differences affects mentoring and learning for overseas nurses during their supervised practice before registration with the UK NMC., stressing the need for appropriate mentoring, taking into account cultural practices.

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The 2019 Workplace Racial Equality Standard (WRES) report identified that 270 Global Majority nurses represented the “highest proportion” of NHS staff to report being discriminated against and bullied in the workplace and the proportion of Global Majority nurses reporting being discriminated against by managers and colleagues was almost triple that of White nurses.

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In addition, there are only 270 Global Majority senior nurses out of 2,615 Band 8C to Band 9 (10.3%). Only 25 Global Majority Nursing Directors are out of 375 (6.7%).

HIGHLIGHTING SUCCESS

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100  
MORE

Since the start of the legacy G2E programme - there are 100 more Global Majority senior nurses and 10 more Global Majority Nursing Directors in post.



# Who is it for?

## Sponsors

Engaged senior leaders seeking to use their position and influence to make a difference and accelerate the pace of equity.

Eligibility: Band 8c, 8d and Band 9  
Chief Nurse / Director of Midwifery /  
Executive Director of Nursing.

## Spsorees

Talented emerging leaders seeking opportunities for targeted development and connection with senior leaders within the organisation.

Eligibility: Band 7 and above  
Global Majority nurse or  
midwife.

## Alumni

A joint alumni programme involving regional and national events.



# Whats in it for you?

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The Nursing and Midwifery Equity Programme draws on tools and techniques used in some of the most successful organisations in the world.

It brings the power of connectivity out into the open. It links it to groups most likely disconnected from senior and influential roles because of underrepresentation at those levels.

At the same time, it engages individuals with the profile and influence to act as effective sponsors to that group.

Sponsors can help Global Majority nurses and midwives who have yet to cross over into senior leadership despite completing many other programmes and qualifications.



# What are the benefits?



## Sponsors

This is a unique opportunity to pay it forward, support the corporate vision and positively impact the future of nursing leadership. Benefits include:

- Professional and leadership development in anti-racism, driving equity in healthcare, cultural competency, leading diversity and sponsorship planning.
- Networking opportunities and access to an inspiring Alumni of fellow change-makers and nursing future leaders.
- Positive role modelling to inspire leadership and gradually change the face of nursing leadership to be more inclusive.

## Spsorees

This course is not another qualification or development programme. This is an opportunity to connect to the power of sponsorship and position your talent where it is recognised and rewarded, bringing maximum return for your organisation, our communities, and the patients we serve. Benefits include:

- Professional and leadership development in navigating race and identity at work, intersectional career planning strategies, leadership reflections and sponsorship planning.
- Networking opportunities and access to an inspiring Alumni of fellow change-makers and nursing future leaders.
- Visibility and ability to engage with senior leaders in a safe and engaging space.

# Programme Framework

While waiting for others to come in, here are some rules and reminders to keep in mind.





# How to Apply

To apply to join the programme please ensure you meet the eligibility criteria below, then register your interest via our online registration form

Registration Dates:

**15th July 2024 - 15th September 2024**

Sponsor criteria: Band 8c, 8d and Band 9 Chief Nurse / Director of Midwifery / Executive Director of Nursing

Sponsoree criteria: Band 7 and above Global Majority nurse or midwife

**For this October 2024 cohort, we are accepting applications exclusively from the following regions:**

- North West
- North East and Yorkshire
- South West

We will notify all candidates whether they have been successful and have a place on the programme ahead of the programme masterclasses.

*Please hold the dates and times of all the masterclasses and supporting elements in your calendar until you hear back from us as this is subject to completion of the registration process.*

What's *on Offer*

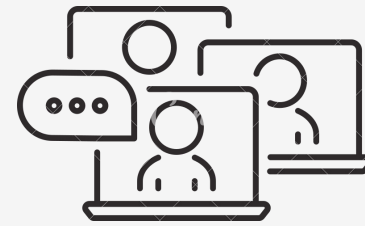
# Programme Overview



Self-Assessment



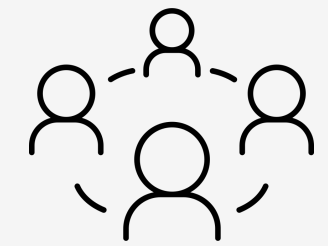
Interactive  
eLearning Resources



Virtual  
Masterclasses



Group Coaching



Alumni

# Self-Assessment

*Insightful assessments to support self-awareness and leadership development.  
Each assessment takes no longer than 20-30 minutes to complete.*

## Sponsors

### Cultural Intelligence Assessment

CQ Basic Assessment: The CQ Assessment measures your capability for working and relating across cultures by measuring skills in four distinct areas.

1. CQ Drive: Level of interest, persistence, and confidence during multicultural interactions.
2. CQ Knowledge: Understanding how cultures are similar and different.
3. CQ Strategy: Awareness and ability to plan for multicultural interactions.
4. CQ Action: Ability to adapt when relating and working in multicultural contexts

The CQ assessment will take 20 minutes to complete; after completing the questionnaire, you will receive your feedback and be invited to attend a debriefing session.

## Spsorees

### Character Strength Assessment

Research shows that your signature strengths are a true reflection of your personal identity. Discover how you authentically express yourself in the world—and how your top strengths can make a positive impact on your life. Explore the strengths that are most central to who you are with a personalized report.

### Self-Assessment Debrief Sessions

1st October 2024 - 18th October 2024

**THIS COMPONENT IS MANDATORY FOR ACCEPTANCE ON THE PROGRAMME.**

# eLearning

E-Learning Launch

1st Oct 2024

**Self-paced eLearning content includes pre-recorded bit-size videos, articles and interactive exercises.**

**The Power of Sponsorship:** This module highlights the significance of sponsorship in career advancement. It discusses how senior sponsors can provide opportunities, feedback, and guidance. Key points include finding potential sponsors, nurturing these relationships, and understanding the benefits of sponsorship.

**Understanding Race, Identity and Power:** This module explores race, identity, and power dynamics at work. It covers the historical and current impacts of racial inequalities and their intersection with identities. Participants learn to recognise biases, understand systemic racism, and develop strategies for inclusive environments.

**Antiracism in Leadership:** This module focuses on the role of leaders in fighting racism. It provides tools for fostering antiracist practices, emphasising self-awareness, accountability, and proactive measures. Leaders are encouraged to support diversity, mentor underrepresented staff, and promote a culture of fairness.

**Cultural Intelligence:** This module introduces cultural intelligence (CQ), the ability to work effectively across cultures. Participants learn about the cognitive, behavioural, and emotional aspects of CQ. Practical exercises help develop skills to navigate and leverage cultural differences in the workplace.

**Building Equitable Systems:** This module covers creating equitable systems within organisations. It involves assessing current policies, identifying biases, and designing interventions for fairness. Participants learn frameworks for systemic change, including equitable hiring, pay structures, and performance evaluations.

**Career Planning Strategies:** Focused on career development, this module provides strategies for managing career paths. It includes goal setting, skills assessment, networking, and leveraging opportunities. Participants are encouraged to take a proactive approach, seek mentorship, and continuously develop their skills.



# Virtual Masterclasses

Interactive and experiential 3 HOUR virtual workshops bring the key themes to life.

Sponsors	Sponsoree
Race, Identity, Power and Privilege	Race, Identity, Power and Privilege
Anti-racism and Equity in Leadership	Career Planning Strategies
JOINT MASTERCLASS - Networking Session	
Culture and Cultural Intelligence	Leadership Reflections
JOINT CLOSING MASTERCLASS - Sponsorship Planning	

**THIS COMPONENT IS MANDATORY FOR ACCEPTANCE ON THE PROGRAMME.**

# Group Coaching

**2-hour group coaching session.**

In Group Coaching, you'll leverage a group's collective experience and knowledge, which might consist of individuals you do or do not work with. This approach focuses on a shared theme while supporting your unique performance goals.

You'll have the opportunity to participate in one **group coaching sessions**. This session is designed to help you reflect and determine the steps you need to take to engage effectively in sponsorship.

You'll build stronger professional relationships in smaller groups with your colleagues. Together, you'll navigate the complexities of change, gain diverse insights, and achieve well-defined goals.

# Alumni

Nursing Equity is more than just a programme; it marks the start of a movement aimed at equity improvement, harnessing the power of connectivity for dynamic, sustainable changes.

As a participant, you will be crucial in co-creating our communities of interest.

At the end of the programme, you will be sign-posted to the Alumni Network, which will include past and present participants and access to important regional and national events to support your sponsorship and development journey.

This virtual platform enables you to keep sharing, growing, and collaboratively changing the world.”

# Cohort Dates

## **Masterclass 1**

JOINT SESSION: The Power of Sponsorship **12th November 2024 (10am - 12pm)**

## **Masterclass 2**

Race, Identity, Power and Privilege

Sponsees: **19th of November 2024 (9am-12pm)**

Sponsors: **20th of November 2024 (9am-12pm)**

## **Masterclass 3**

Sponsees: Career Planning Strategies: **26th of November 2024 (9am-12pm)**

Sponsors: Anti-racism and Equity in Leadership: **27th of November 2024 (9am-12pm)**

## **Group Coaching**

Sponsees: **2nd of December 2024 (10am-12pm)**

Sponsors: **2nd of December 2024 (1pm-3pm)**

## Masterclass 4

JOINT NETWORKING SESSION - **10th of December 2024 (10am -12pm)**

## Masterclass 5

JOINT SESSION : Sponsorship Planning **17th December 2024 (9am - 12pm)**

# This is a Call To Action!

Let us work TOGETHER to make a difference and ensure the future of NHS is inclusive, diverse and representative.

Don't hesitate to get in touch with [support@inclusivitii.com](mailto:support@inclusivitii.com) for more details.