

A circular inset image on the left side of the slide shows a pregnant woman sitting on a grey sofa. She is wearing a light-colored long-sleeved top. A woman in a dark patterned top is sitting next to her, with her hands resting on the pregnant woman's belly. The background is a bright, indoor setting with a window.

Enhancing Care through Inclusivity and Workplace Support – Turning the Tide

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Turning the Tide Project

Covid Pandemic & the Death of George Floyd
6 Forums with various Midwifery groups of staff



Publication and Launch event of Turning the Tide report



Influencing national and local policies



Launch of the National Oversight Group to work on implementing recommendations

Senior Nursing and Midwifery and policy makers such as NHSE/I, RCM, NMC and Minister for Equality Office

Recommendations

Recommendation 1

1. Professional and regulatory bodies such as the Royal College of Nurses, the Royal College of Midwives, the Nursing and Midwifery Council, and the General Medical Council to reflect leadership at executive level that is of similar proportion to the number of non-white staff within their membership, and to achieve this by December 2025 .

Recommendation 2

2. Obstetric, nursing and midwifery training curriculums to include education on differences between races and cultures in terms of health, dietary, physical, medical, psychological and social needs of non-white women and families during childbirth/the early years.

Recommendation 3

3. Equity in career development and well-being for non-white Staff – provide career opportunities for non-white staff to develop and address current barriers; for example, why non-white staff do not apply for more senior posts or feel unable to do so. Actively signpost non-white colleagues to job opportunities and courses. Enable physiologically safe environments where non-white staff can confidently speak up be it in forums or on a 1:1 about personal or organisational issues via non-white FTSU guardians and Lead Specialists in non-white matters where self-care can also be promoted.

Recommendations

Recommendation 4

4. Improve maternity and health outcomes for non-white women and their families - There is a need to develop a stratified risk assessment tool to focus and personalise maternity care, similar to the staff COVID-19 risk assessment tool. This tool will help to address the high maternal mortality and morbidity rates among the non-white community and to achieve continuity of carer pathways for 75% of non-white women in line with the Long Term Plan. The tool will also help to highlight which aspects of women's care are of greater significance; for example improved interpreting services and longer antenatal appointments.

Recommendation 5

5. To establish a national non-white Maternity network to promote best practice and further research into non-white-related midwifery and maternity matters that sits in the Chief Mid. Office. This would encompass the entire multi-disciplinary maternity workforce (doctors, midwives, nurses, maternity support workers, and students). The network would provide a sounding board for non-white maternity policy issues, share best practice and afford colleagues the opportunity to have their voices heard. It would also work at pace to achieve tangible changes in the system.

Recommendation 6

6. The national and local Maternity Voices Partnership model should encompass membership that is representative of the local population. To explore new and innovative ways of engagement with non-white women and families through social marketing/health promotion mass campaign.

Recommendations relevant for this event

Recommendation 1

1. Professional and regulatory bodies such as the Royal College of Nurses, the Royal College of Midwives, the Nursing and Midwifery Council, and the General Medical Council to reflect leadership at executive level that is of similar proportion to the number of non-white staff within their membership, and to achieve this by December 2025-30% .

Recommendation 3

3. Equity in career development and well-being for non-white Staff – provide career opportunities for non-white staff to develop and address current barriers; for example, why non-white staff do not apply for more senior posts or feel unable to do so. Actively signpost non-white colleagues to job opportunities and courses. Enable physiologically safe environments where non-white staff can confidently speak up be it in forums or on a 1:1 about personal or organisational issues via non-white FTSU guardians and Lead Specialists in non-white matters where self-care can also be promoted.

What we set out to achieve-Objectives

Provide required support for ethnic minority staff

Increase ethnic minority representation within key maternity arms length bodies by 30% by 2025

Promote self care through psychological safety and FTSU

Provide culturally tailored mentorship platforms/professional development programmes to enhance ethnic minority staff careers and wellbeing

Develop Project Vision to promote Equity

Increase ethnic minority leaders in senior maternity positions by 30% by 2025

Develop a scheme to tackle and reduce racism and discrimination

NHS People Plan, 2020
National WRES Data, 2022
National NHS Staff Survey, 2022
RCM Race Matters, 2021
NCM Race Disparities, 2022

How are we turning the tide?



Stakeholder engagement

Recommendation 1	Progress so far	Recommendation 3	Progress so far
<p>1. Professional and regulatory bodies such as the Royal College of Nurses, the Royal College of Midwives, the Nursing and Midwifery Council, and the General Medical Council to reflect leadership at executive level that is of similar proportion to the number of non-white staff within their membership, and to achieve this by December 2025-30%.</p>	<ul style="list-style-type: none"> • Progress seen in some of the arms length bodies e.g. NMC, Non-white colleagues. Head of Race matters/blackboard member • Two members of Turning the Tide now sit on NMC board <hr/> <ul style="list-style-type: none"> • We have become a sounding board to the RCM, Minister, CQC, NHSE/I • RCM recruiting non-white champion <hr/> <ul style="list-style-type: none"> • Working with Ministers for Race and Disparity Unit on measurement of ethnicity impact 	<ul style="list-style-type: none"> • Equity in career development and well-being for non-white Staff – provide career opportunities for non-white staff to develop and address current barriers; for example, why non-white staff do not apply for more senior posts or feel unable to do so. Actively signpost non-white colleagues to job opportunities and courses. Enable physiologically safe environments where non-white staff can confidently speak up be it in forums or on a 1:1 about personal or organisational issues via non-white FTSU guardians and Lead Specialists in non-white matters where self-care can also be promoted. 	<p>Collaborative work with Capital Midwife to develop:</p> <ul style="list-style-type: none"> • Career progression programme for non-white staff (with funding available). • Anti-racism framework. <hr/> <ul style="list-style-type: none"> • Collaborative work with RCM to develop mentorship programme for non-white maternity staff.

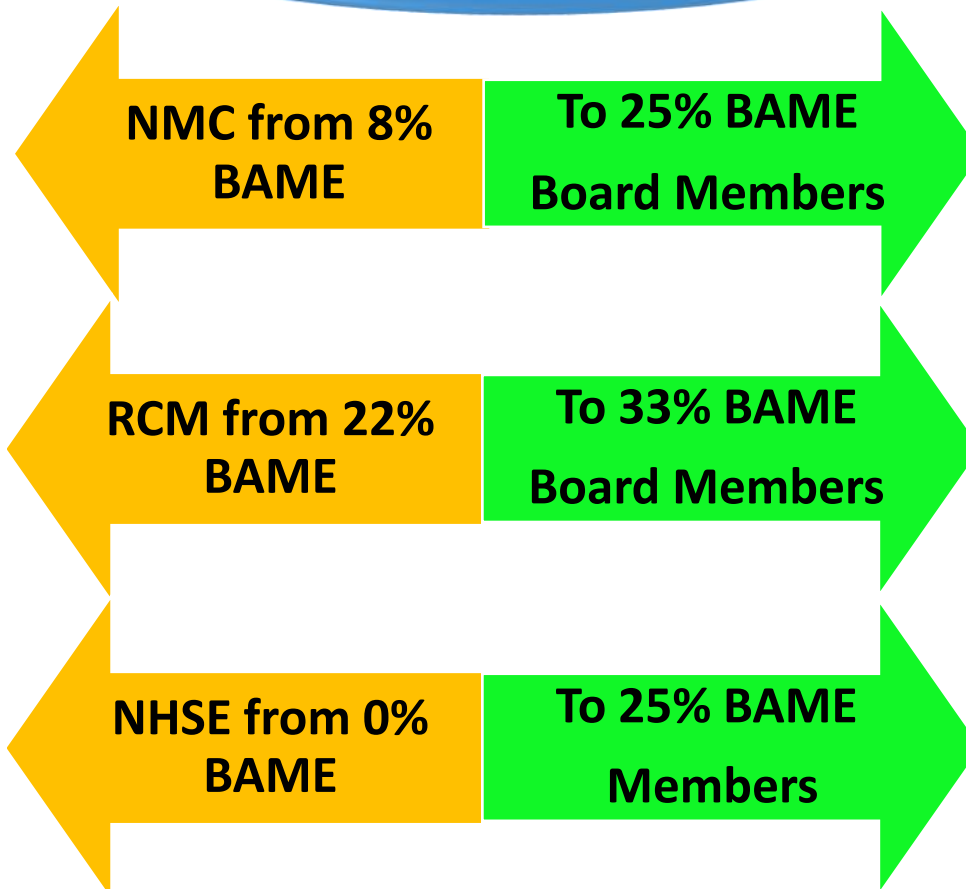
**Has the tide
turned?**

**What we have
achieved...**



Objective 1:

Increase ethnic minority representation within key maternity arms length bodies by 30% by 2025



Success So Far

TTT/RCM mentorship programme

- 74 mentees actively registered
- 99 mentors actively registered
- 76% of mentees who have completed their profiles have found a suitable matching mentor.



20 (27%) mentees have moved to a higher banded roles





Mentee feedback from Trish Mugwambi

“My mentor has helped me to believe in myself, she has made me realise that I am capable of doing things that I thought I was not able to achieve. She is patient, makes me smile, approachable and supportive of my ambitions and is helping me to achieve my goals”



Mentee feedback from Abi Gola-Griffiths

“The experience of having access to a senior, clinically experienced midwife, in a mentoring capacity has undoubtedly been very rewarding. It has made me better realise my worth and potential. I feel as if I have regained something from within, having my thoughts and feelings about practice validated. This in turn has resulted in me re-engaging with the fundamentals of why I became a midwife and reinvigorated my passion to support women and colleagues by demonstrating leadership behaviours despite challenges facing the profession’.



Mentee Feedback from Jennifer Badoe

“I have found the mentorship platform very valuable and a great resource in terms of support and guidance from my mentor. Being able to have someone who understands your goals and willing to help provide guidance, resources and a listening ear has been beneficial to me”.

Mentor Testimony from Logan Van Lessen – Retired Consultant Midwife



“Establishing a mentorship opportunity for every midwife, MSW of colour begins to address some of the inequalities that have remained despite equal opportunity policies and legislation. If you are a midwife or MSW of black, brown or of mixed heritage, I know the journey to achieve your ambitions is that much harder. It was for me too. Being touched by racism and prejudice undermines confidence and ability and in my case the help and support of mentors and kind people helped me find the strength to overcome these challenges. I see the gift that is waiting to unfold in being a mentor in this programme.

This is why as a very experienced brown person, I have put myself forward to support, guide, befriend, encourage and motivate any midwife or MSW of colour, who wants to take a step towards moving forward in their life and career” .



Mentor Testimony from Donnarie Goldson - Head of Maternity at NHS South West London Clinical Commissioning Group

“ In my opinion there are many examples from school age to adulthood where Black, Asian and mixed heritage men and women are not supported to excel and are negatively judged on their background and wider health determinants.

This mentoring scheme is imperative to support this cohort to excel in their chosen field with the appropriate support, encouragement and guidance for sustainable and empowering career progression.

have always believed that mentoring is a great way to empower mentees to realise their dreams – nothing is impossible, the route may change along the way, but the destination is the same”.

Objective 2:

Provide required support for ethnic minority staff

31 Clinical Fellows have completed their programmes

Objective 3:



Provide culturally tailored mentorship platforms/professional development programmes to enhance ethnic minority staff careers and wellbeing

Clinical Fellowship Programme Launched

The fellowship was designed to support band 6 and 7 midwives from ethnic minority groups to move into leadership roles. Launched in December 2021, the 6 month programme consisted of face to face, action and self directed learning over 21 days.

Fellows learned:

- Leadership skills for self, others, teams, managing conflict and supporting wellbeing
- Quality improvement skills, undertaking a QI project
- Personal presentation skills

And also had access to coaching, mentoring, networks and peer support

Objective 4:

Promote self care through psychological safety and FTSU



Anti Racism Framework launched by Capital Midwife

Development of a pan London framework to ensure that every midwife is valued, respected, listened to and supported to reach their full potential.

Piloted in October 2021 and officially launched in April 2022. London trusts are being supported to embed the 9 initiatives and gain either BRONZE, SILVER, GOLD OR PLATINUM accreditation.

1. Leadership and advisory roles
2. Understanding local needs and holding team conversations
3. Equality, diversity and inclusion statement
4. Improving CPD
5. Learning activities to grow cultural competence
6. Debiasing people management
7. Speaking Up
8. Forums and safe spaces
9. Debiasing recruitment practices

Objective 5:

Develop a scheme to tackle and reduce racism and discrimination



**Building Black and Ethnic
Minority Leaders
In Maternity Services in
the UK**

Objective 6:

**Increase ethnic minority
leaders in senior maternity
positions by 30% by 2025**

Our Journey

 **Less Leaders**

 **More
Leaders**

Objective 6:

Increase ethnic minority leaders in senior maternity positions by 30% by 2025

It is happening now and it is beautiful to watch:

From 7 to 20 HoM / DoM  65%

41 DHoM / Consultant Midwives!



Highest Impact

65%  >20 Directors of Midwifery in 2022

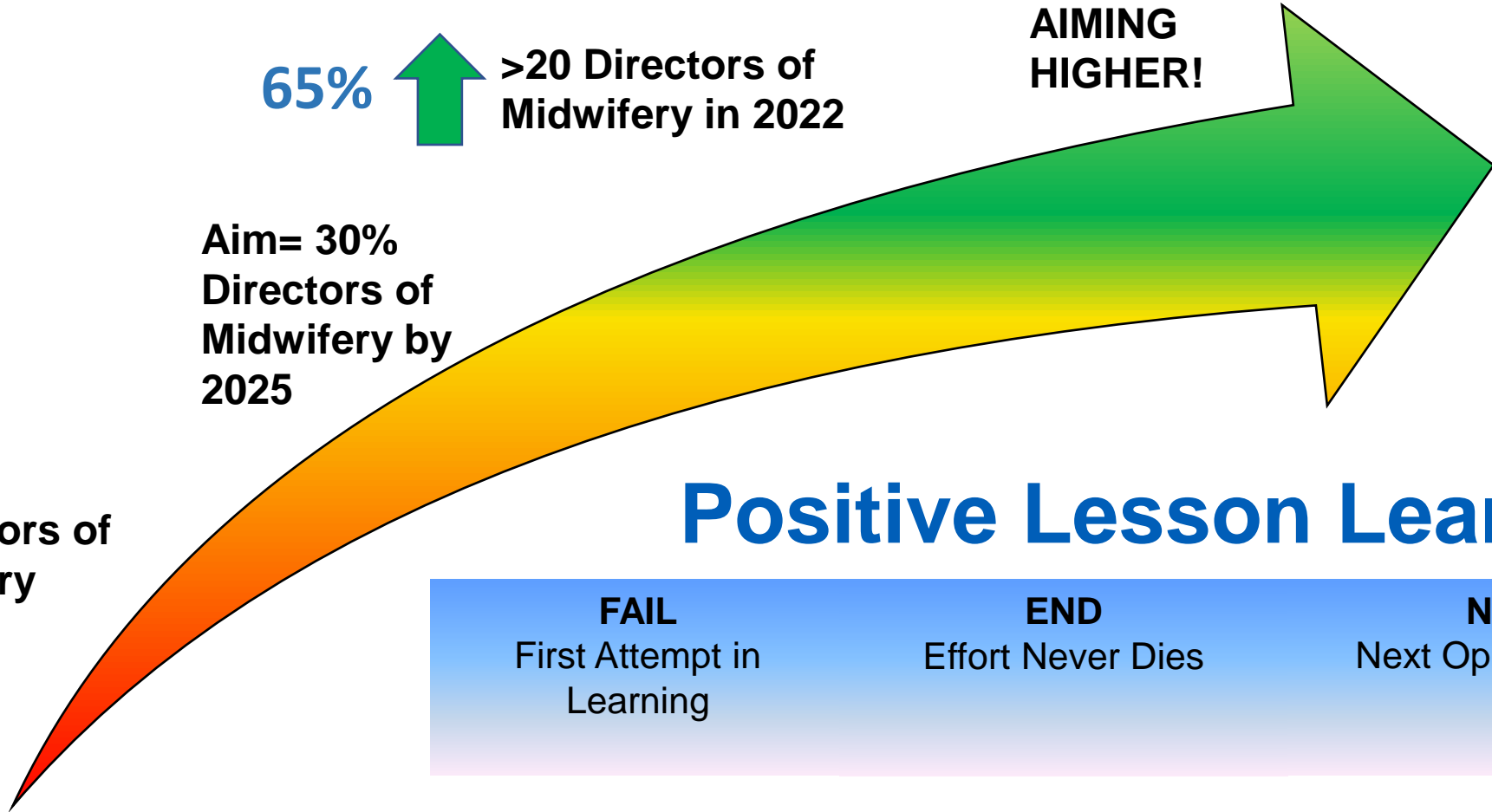
**ALWAYS
AIMING
HIGHER!**

Aim= 30%
Directors of
Midwifery by
2025

7 Directors of
Midwifery

Positive Lesson Learnt

FAIL First Attempt in Learning	END Effort Never Dies	NO Next Opportunity
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Words of Encouragement

Don't accept Failure but use it to your advantage.....

F- First

A- Attempt

I- In Learning

L- Learning

NO

N- Next

O- Opportunity-----

Africa !!!!!

But remember when you feel it is the END.....

Turn this to.....

E- Efforts

N- Never

D- Dies but propels to the next level

Thank you