



**Creating meaningful  
inclusion  
in an increasingly diverse  
workforce.  
Enabling our staff to feel  
safe and seen**

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Cat Balcombe

Be Baxter-Heyes

# Introduction & Aims of the Workshop

- Cat Balcombe – Lead Quality Nurse, Adult Critical Care
- Why are we here?
- Workshop aims and objectives

# Intro cont..

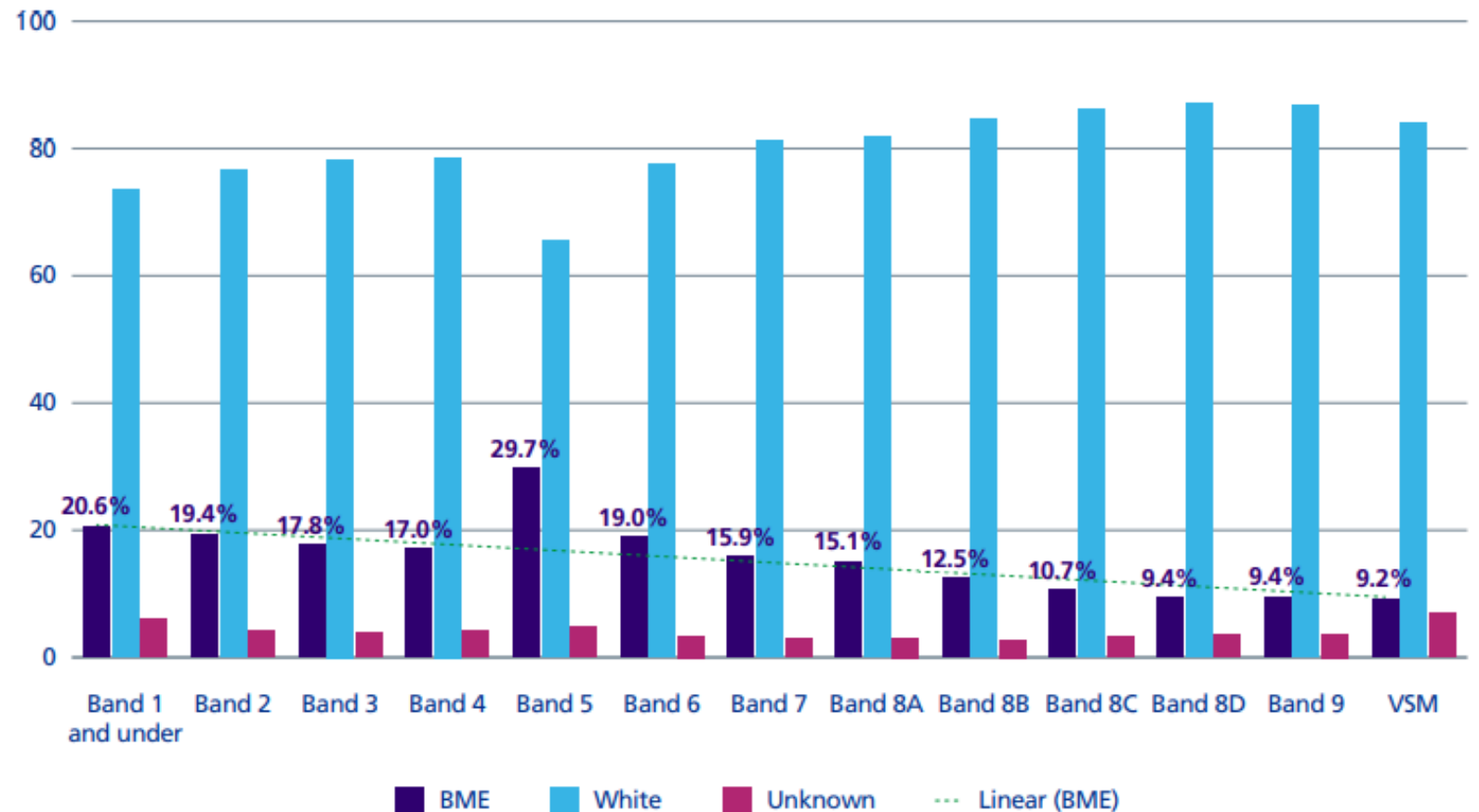
- Be Baxter-Heyes
  - PNA Ambassador Adult Critical Care
  - Lead for Diversity and Inclusion
  - BACCN Regional Committee – Yorkshire & Lincolnshire

# How are things in the NHS right now?

Composition of  
NHS Workforce:

- 22.4 % of NHS staff are BME – approx 80,000 people
- Representation of BME staff at all bands?

Fig 5. Percentage of staff by AfC pay band and ethnicity for all NHS trusts: 2021.



# Analysis of the data...

## Work Race Equality Standard Data shows:

- BME Staff less likely to be shortlisted
- BME Staff 1.6 times less likely to be appointed
- Race disparity ratio
  - The likelihood BME staff progress through AFC pay bands compared to their white colleagues.
  - 1:1 means equal opportunity for progression

	All Staff Groups			Nursing and Midwifery		
Band	Lower to Middle	Middle to Upper	Lower to Upper	Lower to Middle	Middle to Upper	Lower to Upper
LTHT	1.94	1.89	3.67	2.93	5.15	15.07

Lower= Band 2-5

Middle = Band 6&7

Upper= 8+

Why is  
representation  
at all levels  
vital for  
everyone?

- Individual level
- As a team
- Patient care

# Bullying and Harassment

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- Patients, service users, members of the public
- Team members
- Line managers



# The future for Critical Care

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Government's  
50,000 Nurses  
Programme

Workforce  
Strategy

Inclusive and  
compassionate  
leadership



# Workshop Question:

## How inclusive is your workplace?

Place yourself on the line...

Bleak.  
There's a lot of  
work to do



Enjoying and  
building on  
successful work



# Summary



Staff support infrastructure



Programme of education and development of workplace culture



Leadership team accountability



Connect critical care in partnership with BME staff networks, corporate nursing, HR

Any questions?

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# Recommended reading & references

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- DH (2022). *50,000 Nurses Programme: Delivery update*. [online] Available at: <https://www.gov.uk/government/publications/50000-nurses-programme-delivery-update/50000-nurses-programme-delivery-update> [Accessed 1 Oct. 2022]. DH (2022) 50,000 | Nurses Programme : Delivery
- NHS (2020) We are the NHS: People Plan 2020/21 – Action for us all. HMSO
- NHS (2022) 2021 NHS Staff Survey. HMSO
- NHS (2022) HMSO NHS Workforce Race Equality Standard: 2021 data analysis report for NHS Trusts.
- NHS Confederation (2019) Being fair Supporting a just and learning culture for staff and patients following incidents in the NHS. HMSO
- NHS Improvement (2019) A Model Employer: Increasing Black and Minority Ethnic representation at senior levels across the NHS. HMSO

## Books:

- Amplifying Voices, Mending Divides  
Edited by Ester Jamera
- How to be an antiracist  
by Imram X. Kendi
- This is why I resist  
by Dr Shola Mos-Shogbamimu
- What white people can do next  
by Emma Dabiri
- White fragility  
by Robin DiAngelo
- Why I am no longer talking to white people about race  
by Reni Eddo-Lodge