Diversity and Inclusion Bulletin November 2019

Articles

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Development and delivery of a clinical leadership programme for integrated community teams.
[Key Points: In order to implement a programme to develop staff and address skills gaps, objectives need to be identified and agreed, including protected time for staff to attend; When managers engage with frontline staff on a regular basis, this builds relationships and supports innovation and changes to meet service needs; Staff will be more supportive of changes when they feel valued and listened to; Communication and shared values and visions are essential to support change management.]

Emotions, Social Practices and the Changing Composition of Class, Race and Gender in the National Health Service, 1970–79:
[In the 1970s COHSE and NUPE both made huge strides recruiting women and particularly women of colour in the NHS, as laundry, cleaning, catering and portering became union strongholds. This article questions why feminized service work features rarely in histories of British trade unionism. Drawing on NUPE’s photographic archive, Saunders reinserts women and women of colour into those histories, exploring how women re-ordered the gendered hierarchy of unions and the NHS.]
Freely available online

NHS drive for diversity in key roles is not ‘going backwards’.
[The NHS is at its best when it reflects the diversity of the country and where the leadership of organisations reflects its workforce. In many organisations, this is not always the case and sometimes a stronger focus is needed to drive accelerated improvement. That is why we are setting out the strategic approach in supporting NHS organisations to reflect their workforce within their own leadership.]
Available with an NHS OpenAthens password for eligible users

Guidelines

The following new guidance has recently been published:

Addressing your gender pay gap: a guide for employers.
NHS Employers;2019.
[NHS Employers and the Health and Care Women Leaders Network have launched a practical guide to support NHS employers with their gender pay gaps. It aims to help employers: report their annual gender pay gap figures; understand how to address the challenges; and develop an action plan to tackle the gap.]
_Freely available online_

**Reports**

_The following report(s) may be of interest:_

**Brave, Compassionate, Confident, Kind: Succeeding as a Woman in Health and Care.**
NHS Employers; 2019.
[In this report from the Health & Care Women Leaders Network more than 20 senior women working in and with the NHS speak candidly about their career journeys and how women they have known, and worked with have supported them and helped them on their leadership journey.]
_Freely available online_

**Websites**

_The following website(s) may be of interest:_

**A fair experience for all.**
https://improvement.nhs.uk/resources/fair-experience-all/
[The NHS Workforce Race Equality Standard (WRES) team developed these resources to help support local practices in outlining targets for black and ethnic minority (BME) representation in leadership teams and promoting equity, fairness and joy at work to ensure people want to stay in the NHS.]
_Freely available online_

**Catalogue of Mental Health Measures.**
https://www.cataloguementalhealth.ac.uk/
[Designed to provide easy access to information about the mental health measures included in British cohort and longitudinal studies to maximise the uptake of existing data and facilitate mental health research. By providing details of the measures and studies, the catalogue serves as a resource for researchers identifying datasets that include mental health and wellbeing measures; planning harmonisation studies; and planning further data collection.]
_Freely available online_
This Bulletin was created by Liz Wright of NHS East Dorset Knowledge and Library Service

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