

# Developing and Looking after your People My Journey

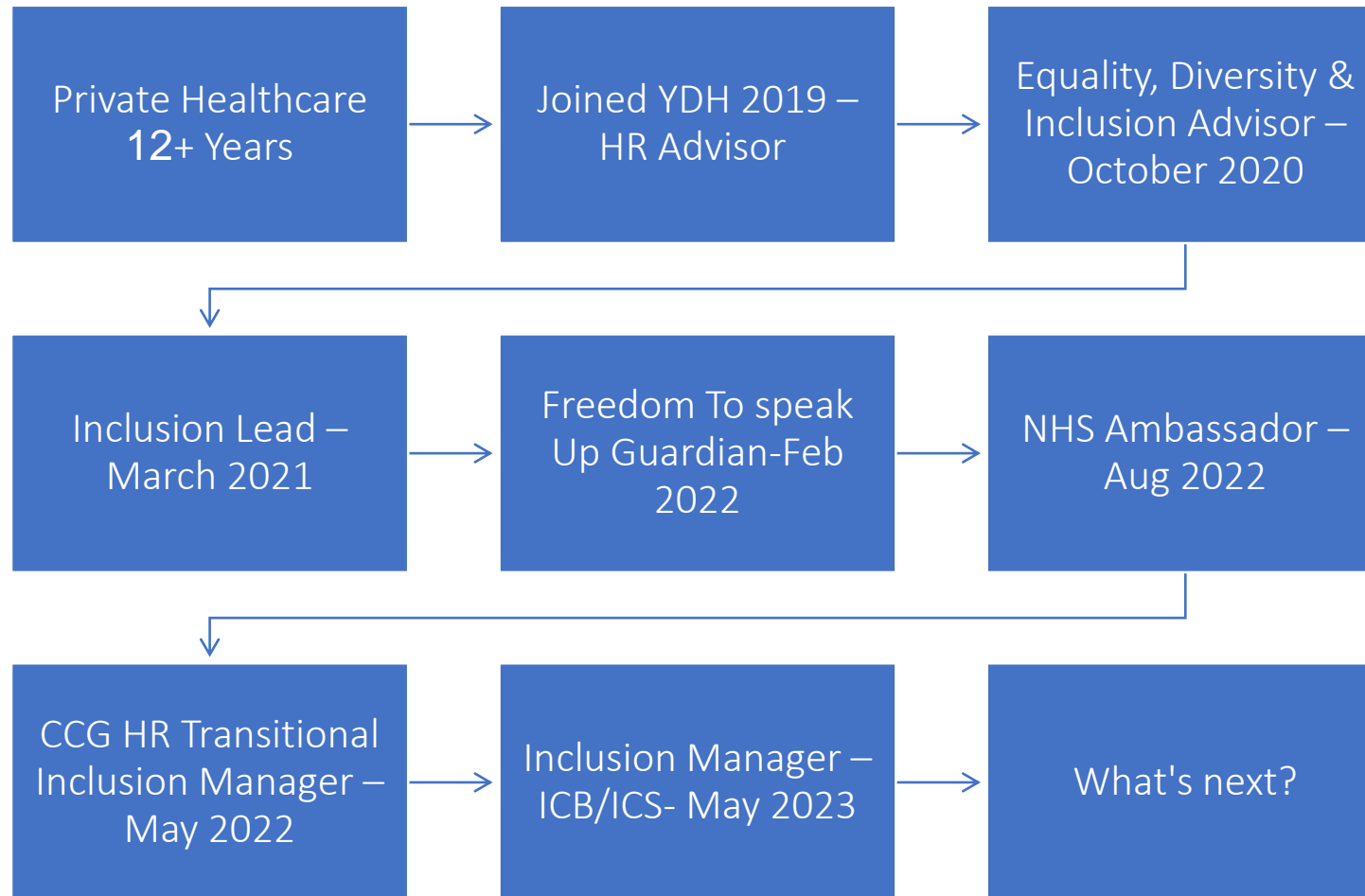
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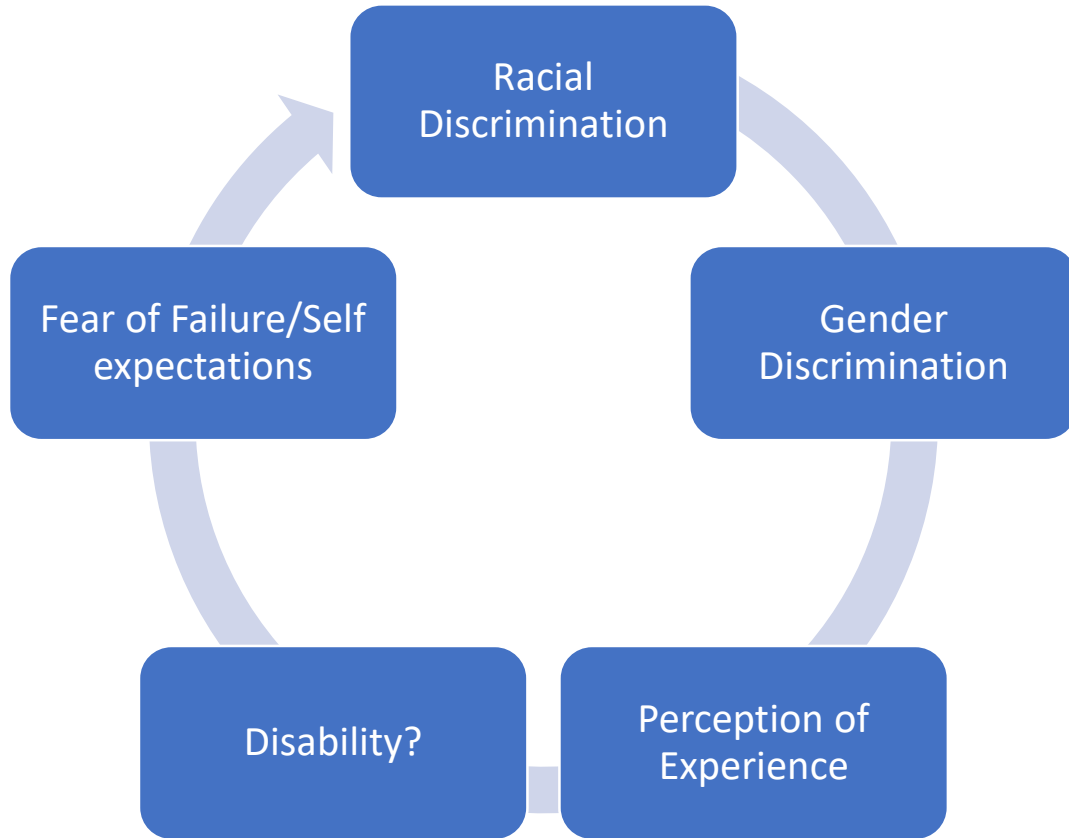
# Who am I?



# My Journey



# Climbing That Mountain



But you're not  
from abroad..  
You can't  
understand

You are not  
Clinical, What  
do you know??

But can you  
work late?

Can you just  
borrow someone's  
chair when they  
aren't using it?

You handled that  
better than I  
thought You  
could!

Maybe I really  
shouldn't be  
doing this  
work?



# What does NHS Data tell us?

Pan Somerset Survey (GP) Staff Survey, WRES, WDES

- Applicants who are shortlisted for employment and are different, have less likelihood of being appointed. The more visible the difference the greater the impact.
- Staff who are different have poorer experiences of working in the NHS, BAME, Disability, and LGBTQ+ groups, specifically
- There is limited career development for those in a minority or underrepresented group
- Racial discrimination is growing, and many do not feel confident reporting harassment or discrimination.

## What can we do?

- Real need to look at our data differently- targeted approaches to enable real change.
- Training and education - Including Allyship
- Improved recruitment and onboarding processes
- Remember we are all **Humans**



# Staff experiences



## PERSONAL

- Environment/Community
- Cultures/language
- Food/Shopping/Money

## PROFFESIONAL

- Ways of Working ( team working)
- End of Life- types of care
- Acronyms/ Clinical differences

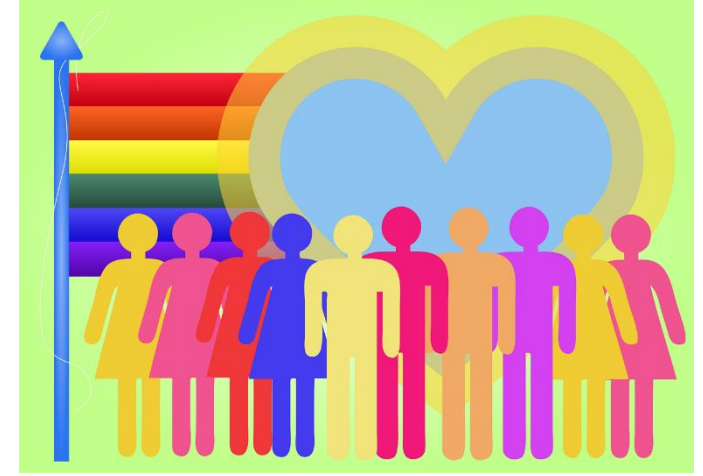


## PERSONAL

- Environment/Community
- Visibility/Awareness
- Facilities/Ease of Access

## PROFESSIONAL

- Reasonable adjustments- *Trust*
- Will I be judged?
- Support Networks
- Language & Terminology
- Appropriate facilities



## PERSONAL

- Environment/Community
- Cultures/language

## PROFESSIONAL

- Culture/belonging
- Safe spaces/People
- Support networks
- Language & Terminology



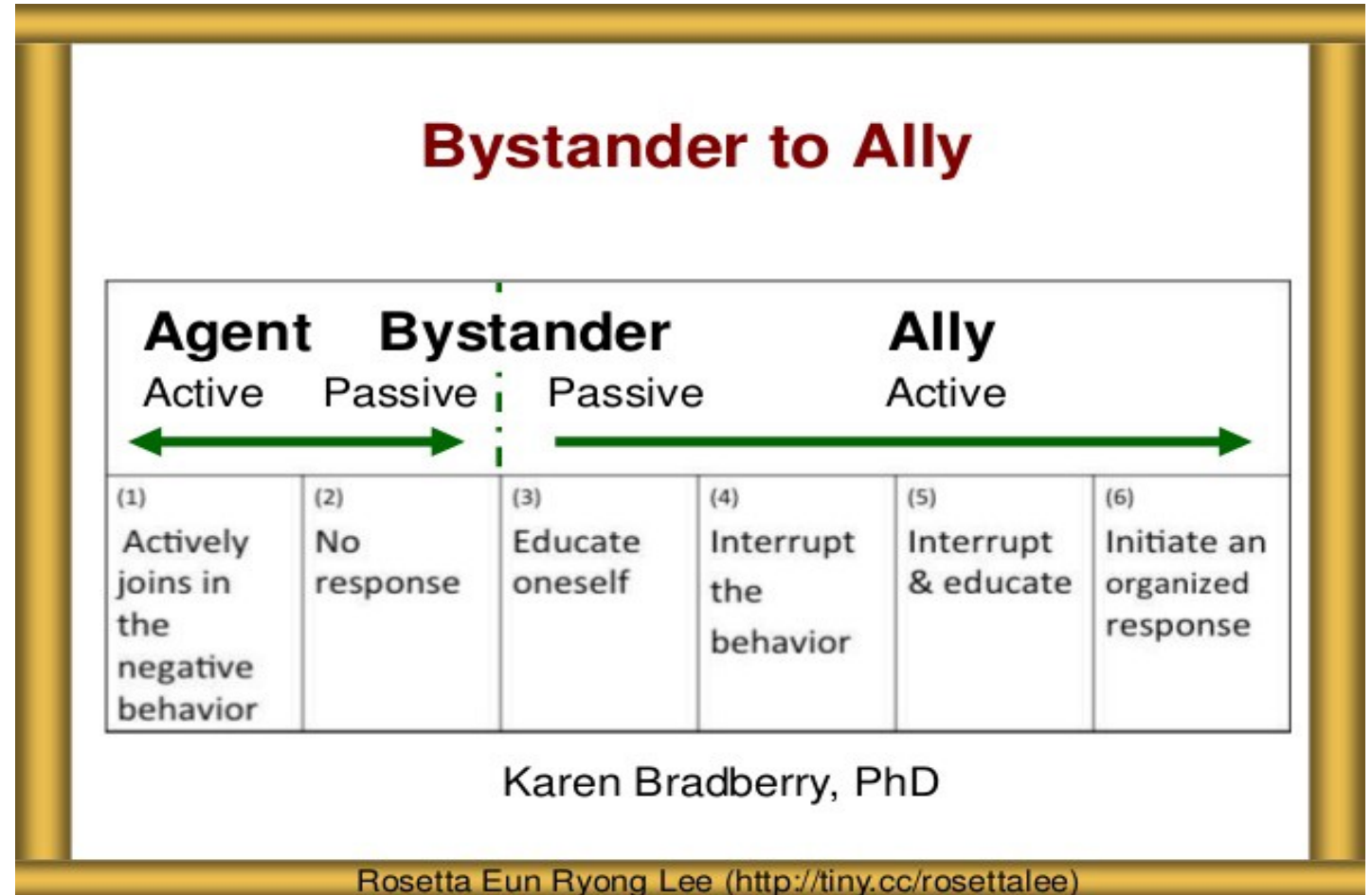


# Allyship

Why Allyship? [The Guide to Allyship](#)

## TO BE AN ALLY IS TO...

- Take on the struggle as your own.
- Transfer the benefits of your privilege to those who lack it.
- Amplify voices of the oppressed before your own.
- Acknowledge that even though you feel pain, the conversation is not about you.
- Stand up, even when you feel scared.
- Own your mistakes and de-center yourself.
- Understand that your education is up to you and no one else.





In each other's shoes





# Call To Action

- ✓ **Address discrimination**, enabling staff to use the full range of their skills and experiences to deliver the best possible care.
- ✓ **Increase Accountability of all leaders**, to embed inclusive leadership and promote equal opportunities
- ✓ **Become an active Bystander**, stand out from the crowd to make authentic change through policy, process, and kindness.
- ✓ **Create an environment** where staff and patients can be their authentic selves without fear of judgment





# Thank you Any Questions

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