



Warrington and Halton
Teaching Hospitals
NHS Foundation Trust

Your Future Your Way

Strengthening the foundation



Why Your Future Your Way...



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Research highlights that there are barriers to progression for our multi-ethnic workforce



Commitment to support the development of **all** our workforce - a **plan to address the situation**



Your Future Your Way is a **positive action programme** targeting essential skills, personal reflection and providing sponsorship to our global majority workforce



It recognises the need to **upskill** the senior nursing, AHP and midwifery leads **to support** our band 5 and 6 professionals with a focus on **allyship /getting to equity** and understanding what this means



The programme ran in two parts and commenced in October 2022 supported by external speakers/experts who talked about their lived experience, barriers they overcame, racism and discrimination

Programme Structure

Part A

|| **Session 1:** Introduction to the programme including your role as a sponsor

|| **Session 2:** Self as a Leader

|| **Session 3:** Equality, Diversity and Inclusion

|| **Session 4:** Coaching and Supportive Conversations

|| **Session 5:** Difficult Conversations

|| **Session 6:** Let's Talk about Race

For WHH senior nurses, midwives and AHP colleagues working as lead nurses, matrons and ward/department managers/heads.

Part B

|| **Session 1:** Introduction to the programme

|| **Session 2:** Introduction to Leadership

|| **Session 3:** Working in Teams

|| **Session 4:** Leading Change

|| **Session 5:** The Leadership Project

|| **Session 6:** Finance and Governance

|| **Session 7:** Writing and presentation skills

|| **Session 8:** What's behind the Lanyard

|| **Session 9:** Interview preparation

|| **Session 10:** Coaching Conversations

|| **Session 11:** Project feedback and celebration

Throughout the programme, lived experience will be embedded to enable continuous learning

The impact of lived experience:

“I found Khonzie truly inspirational. The session was wonderful and very touching... I hope we can all make a difference from now.” – **Matron**

“It has really **empowered me to want to make a change**” – Ward Manager

“I wasn’t entirely sure what to expect but **I have to say I was blown away** by the talk Khonzie gave. You could have heard a pin drop when she was talking. **She had me gripped from the start.**” – Clinical Services Manager

“...I thought the delivery was excellent and it **certainly made me reflect**. I never realised the struggle that some BAME staff may have experienced during their career or thought about how a white person could be more privileged with their career progression.” – Allied Health Professional



Sponsorship

Following completion of Part A colleagues had the opportunity to sponsor a colleague attending Part B of the programme

AIM -To championing their career aspirations and help to raise their profile - Getting to Equity

The 'ask':

- Equip with skills to act as a **Sponsor**
- Use their influence, power and privilege to raise their colleague's profile and create opportunities
- Actively promote anti-racism and allyship, take accountability for improving equity
- Support colleagues to overcome barriers to career progression – believe in the person
- Engage in mentoring sessions
- Support their colleague in the delivery of their leadership project

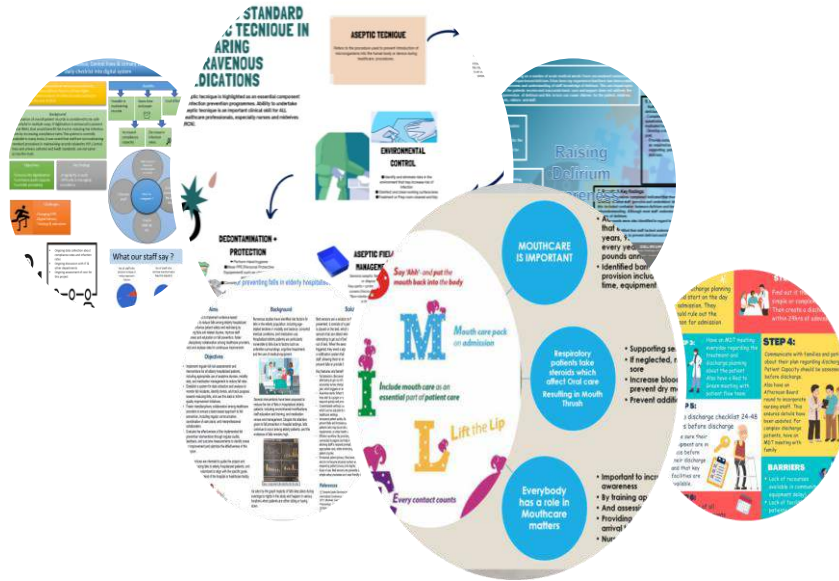


Outcomes

- 6 staff promoted / Secondments in train /other applications
- Evaluation amendments to some of the course structure, content and assignment support
- **Overwhelming positive feedback** from both staff attending part A and Part B course
- Part B staff attained a level 3 CMI certification
- Cohort two has commenced in August with 19 participants for part B



Impact on Patient Experience

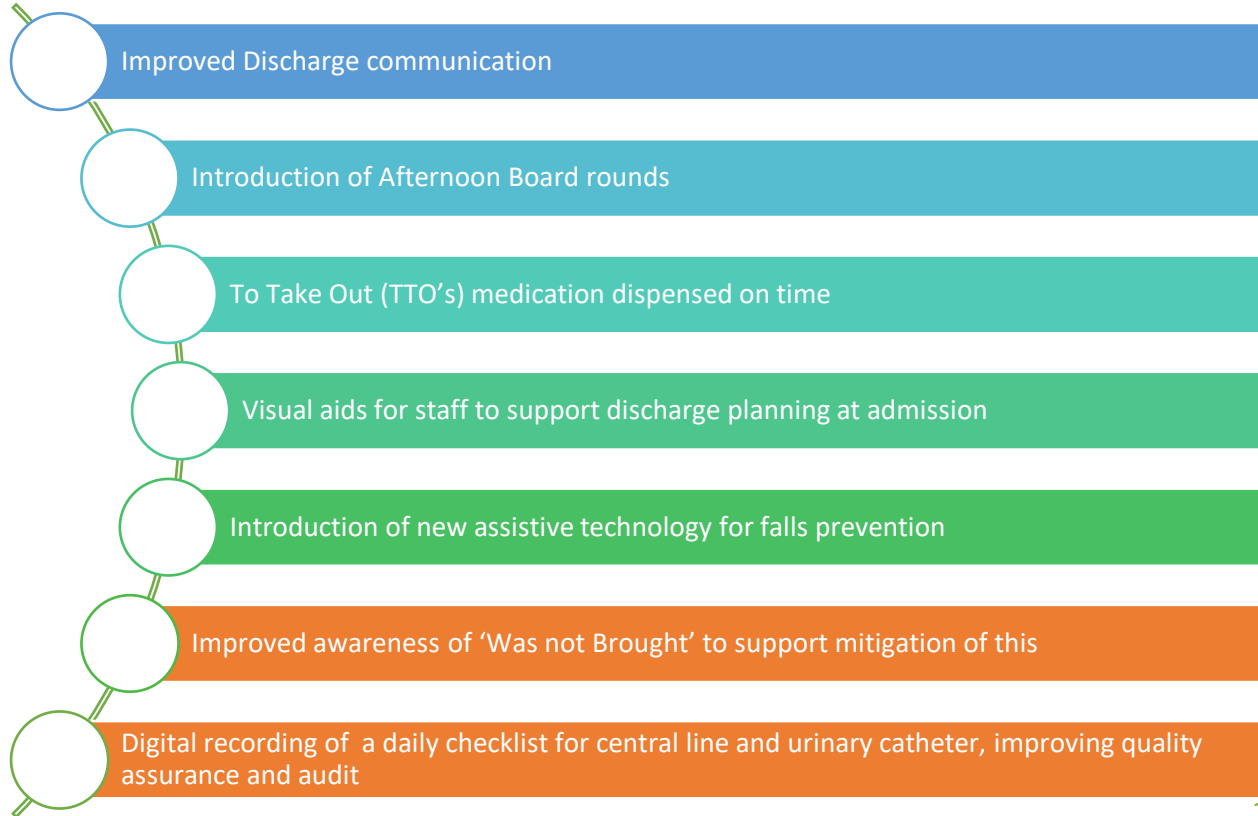


During their leadership qualification our participants of Part B completed a change project in their area of work. With patient care and safety at the heart of each project which included:

- Unplanned transfer of the deteriorating patient
- Pain Management
- Safe and effective hospital discharge
- Strategies for falls prevention
- Understanding the extent of predictors for 'Was not brought' in paediatric ophthalmology
- Integrating peripheral venous device, Central lines & Urinary catheter insertion and daily checklist into digital system
- Mouth care is important
- Raising delirium awareness

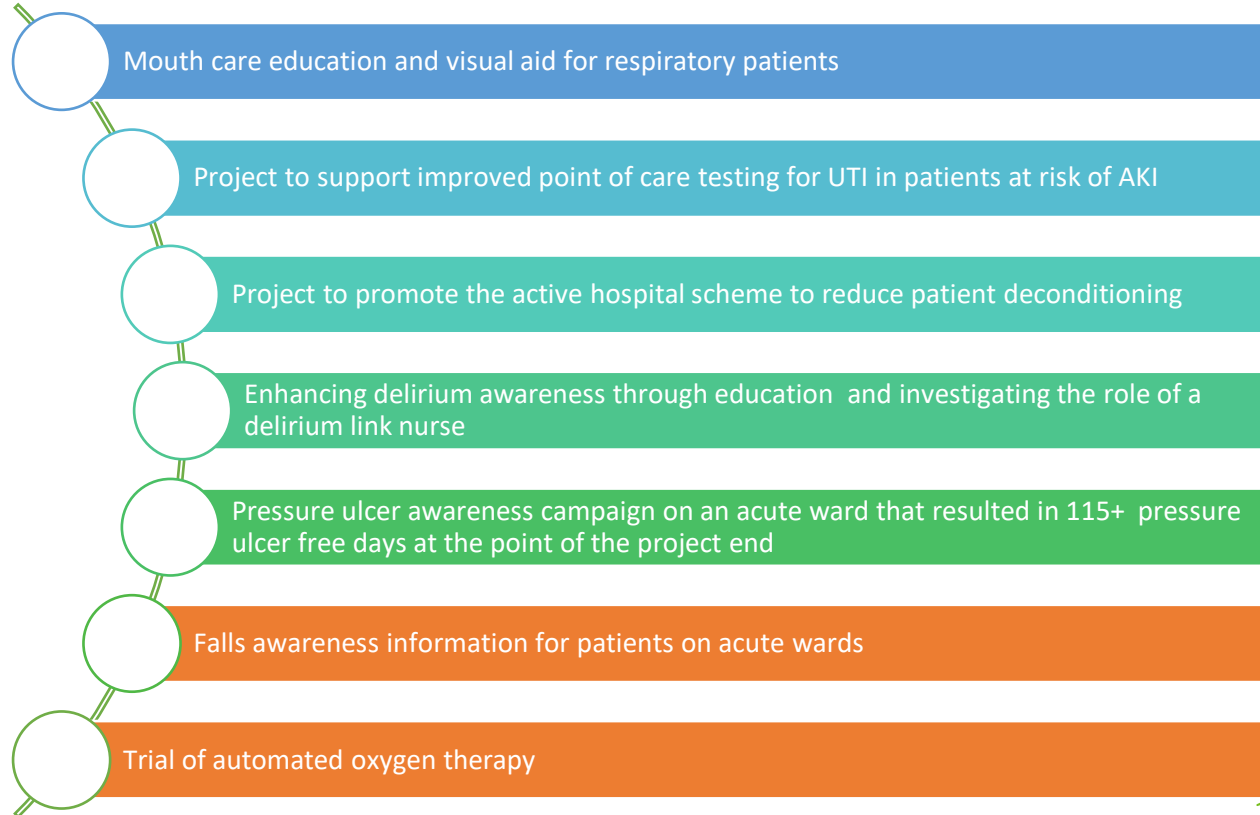
Patient Outcomes

Project outcomes included:



Patient Outcomes

Project outcomes included:



Feedback from the Part A group and Sponsors :



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- “Senior nurses have gone on a journey; it’s been a real privilege. Thank you to **** for opening and sharing and trusting her sponsor”
- “I pledge that none of my staff will be invisible or not worthy due to race/background. All will be supported equally”
- “I will continue my support beyond the programme, I will actively be anti-racist, I will see people!” ”



Feedback from Part B attendees:



- “It was great to have an opportunity to make a change and be told ‘I trust you and I have confidence in you to do the project’”
- “It has built my confidence and made feel like I am part of the Trust”
- “Helped show us to how to bring changes and the challenges related to it. It was quite organised and included discussions which were helpful”
- “I met many leaders in this programme. Sharing their career journey in the programme inspired me to think for applying higher role. If I didn't join this programme, I might not get a chance to meet different leaders in WHH and understand their career journey.”
- “Sponsorship is the excellent part of this programme, overall, the programme was amazing”



Our Ongoing Ambition



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- Global majority representation in **senior leadership posts** in nursing, AHP and midwifery positions at WHH
- Colleague confidence in supporting the career progression of the global majority
- Colleague awareness of the barriers & bias faced by others and using personal 'privilege' to address them
- WHH seen as a pioneer in global majority career development and progression
- Improved WRES indicators year on year



