North of England SPF Partnership Conference

Celebrating diversity and 70 years of the NHS

Welcome

The North SPF conference was held on 22 June 2018 in Horizon, Leeds. Chaired by Charlie Carruth, regional officer for Unison and Lisa Crichton-Jones, director of workforce transformation, North East & North Cumbria STP, the conference focused on the current diversity and inclusion issues in the NHS as well as giving the opportunity to celebrate our diverse workforce and 70 years of the NHS.

A just and learning culture – Mersey Care NHS FT

Amanda Oates, executive director of workforce & Mandi Gregory, staff side chair from Mersey Care NHS FT presented on the journey their trust had taken to implement a just and learning culture. The trust started their journey to develop this culture 3 years ago following a period with difficult industrial relations and a high level of disciplinaries. A just and learning culture places equal focus on accountability and learning and there was a shift in focus away from formal investigations for every incident. There was a shift in mind set from HR and they had to re-educated managers, enabling them to take responsibility for the process of cases while HR focused on providing the supportive framework to enable them to do this. The trust has seen some tangible outputs including a reduction in disciplinary cases, a reduction in the length of time cases take and they now provide tailored support for staff when something happens. The work is credit to both staff side and management working in partnership to create a shift in mind set and culture to benefit staff and patients. A film has been developed with Sidney Decker, author of the book ‘a just and learning culture’, which includes staff members stories and shows the journey the organisation took to create a just and learning culture - http://sidneydekker.com/just-culture/

“Cakeism” – the doctrine of having one’s cake and eating it too

Joy Warmington, CEO of Brap led an interactive session on unconscious bias, as well exploring the overall relationship to the equalities agenda and how it may get in the way of progress. Joy talked about the three main types of bias; affinity bias, confirmation bias and attribution bias and colleagues discussed how much progress they thought NHS has made with the equality agenda. In the second half of the session Joy looked at barriers to entry and what prevents the change needed to progress equality including the accountability to change and the need for change in people’s belief systems.

Celebrating 70 years of the NHS

Hannah Eustace, national engagement lead (NHS70) from NHS England presented on the plans in place to celebrate 70 years of the NHS. In the run up to the NHS’s birthday on 5 July there has been a whole host of events organised, along with television programmes and adverts, award ceremonies, park runs and tea parties. NHS England are keen for as many staff as possible to get involved with the birthday celebrations and there is a dedicated website which details further information.
Becoming a nurse – then and now

Estephanie Dunn, regional director for RCN, Rachael Lambe and Ellen Soutter both student nurses at the University of Chester, shared their personal experiences of becoming a nurse 30 years ago compared with today. They shared their different experiences of education and training, code of conduct, types of patient care, skills, attitudes and behaviours towards patients and placements. Colleagues said they would like to keep in contact with Ellen and Rachel and to see where they are in 10 years’ time on the NHS 80th birthday.

My Transgender Journey: Insights from a health professional

Sophie Robinson, LGBT+ and international officer and Unison NTW health branch shared her own personal experiences of her transgender journey and spoke openly about the issues she faced along the way. Sophie also spoke about the transgender equality policy which UNISON have led the way on nationally, and colleagues agreed that organisations should raise awareness around transgender issues as this would be beneficial for not only the community but the organisation as a whole.

Group work – Celebrating 70 years and looking ahead

Colleagues broke out into group work where they were asked to share their experiences on post it notes by sticking what they are most proud of that the NHS has achieved in 70 years and what they would like to see/change/improve/keep in the next 30 years.

Evaluation Summary

The North of England SPF Conference was attended by 54 delegates. Using the interactive Slido system, attendees were invited to submit questions through the day which were answered during the programme. Towards the end of the event, evaluation questions were completed using Slido and paper forms. 29 people completed the event evaluation, 54% of the total attendance. 86% of delegates either agreed or strongly agreed that the conference helped them gain a better understanding of diversity and partnership working in the NHS at its 70th birthday and 100% of delegates rated the quality of the conference as very good or good. Some positive comments from delegates included ‘...good variety of speakers and topics kept me interested’, ‘Excellent mix of discussion’, ‘the speakers, all of them, were fantastic, each session was very useful and enlightening’.
Date of the next meeting

The next North of England Social Partnership conference will take place on the 7 June 2019.