

**Sent via email to:**

Date: 19 May 2022

System Workforce Lead,

***Copy to: (For information only)***

CNO & CMidO Ethnic Minority Expert Reference Group System Representative  
CNO & CMidO Ethnic Minority Delivery Group System Chief Nurse/Midwife  
EDI System Lead

Dear System Workforce Lead

**Developing Aspirant Ethnic Minority Nursing and Midwifery Leaders (DAL)  
Programme Cohort 2 – Autumn 2022**

As you will be aware race equality is a national and regional priority for the NHS detailed in the NHS Long Term Plan, NHS People Plan, Workforce Race Equality and Inclusion Strategy and Chief Nursing Officer & Chief Midwifery Officer Ethnic Minority Action Plan.

Nearly a quarter of nurses and midwives in NHS Midlands are from an ethnic minority background, rising to a third in some systems. However, evidence shows that experiences of these staff and their access to opportunities for development and progression do not yet correspond with those of their white colleagues; the gap is still stark in many places despite the historical evidence and numerous recommendations that have been made.

In order to address some of these differences, NHS England & NHS Improvement Midlands, in collaboration with the Midlands Leadership and Lifelong Learning Academy have produced the Developing Aspirant Ethnic Minority Nursing and Midwifery Leaders (DAL) Programme (for colleagues who are currently band 6-8A, based in any NHS care setting e.g. acute, community, mental health, learning disability, social care and primary care) which aims to provide holistic, bespoke clinical leadership support for aspiring ethnic minority nursing and midwifery leaders.

The support is aligned with tangible, demonstrable outcomes and career progression opportunities. This will empower ethnic minority nurses and midwives to fulfil formal leadership roles and to turn their success into consistent team success and champion compassionate patient care.

Cohort 1 of the DAL programme is now reaching its conclusion and we are preparing to open applications for cohort 2.



Based on feedback from system leads we have modified the application process for cohort 2 and are requesting that each system nominates a single point of access (SPOA) named individual to support with:

- Ensuring effective dissemination of communications about the programme and how to apply are sent across the system to all prospective participants and sponsors
- Brokering conversations with participants, sponsors and line manager to enable participation
- Leading the system shortlisting process (full details will be shared with the SPOA)
- Creating a system offer for unsuccessful applicants e.g. development of system wide offers for ethnic minority nursing and midwifery workforce such as a tailored Mary Seacole programme and other talent management strategies

The actions required from systems and deadline dates are confirmed below. Further information will be shared with the SPOA once they have been confirmed.

### **Actions required from systems**

<b>Action</b>	<b>Deadline</b>	<b>Person responsible</b>
Please share this letter with the following people across your system: Chief Executives, Provider Directors of Nursing, CCG Directors of Nursing, Local Maternity Neonatal Systems, Directors/Head of Midwifery, HR Directors, Skills for Care, STP General Practice Nursing Leads and Training Hub Leads	20/05/2022	System leads
Confirm a single point of access (SPOA) representative from your system by e-mailing their contact details to <a href="mailto:thomaswarner@nhs.net">thomaswarner@nhs.net</a>	31/05/2022	System leads
Share communications about the programme with SPOA for dissemination across the system	01/06/2022	NHSEI Nursing Team
Send the DAL programme and application webinar (planned for 17/6/22) invitation to all prospective applicants/sponsors across the system	01/06/2022	SPOA
Share the Communications about the programme and its application process widely across systems with prospective applicants and sponsors and plan continued engagement	01/06/2022	SPOA
Ensure applications are submitted to regional NHSEI team via <a href="mailto:england.midlandsnursingworkforce@nhs.net">england.midlandsnursingworkforce@nhs.net</a> The application window opens 20 <sup>th</sup> June & closes 31 <sup>st</sup> July 2022.	31/07/2022	SPOA
The NHSEI regional team will share system applications with SPOA	02/08/2022	NHSEI Nursing Team
Please establish a system shortlisting panel to shortlist your applications. A final shortlist of 5	12/08/2022	SPOA

applicants should be submitted to the regional team (3+2 reserve) via <a href="mailto:england.midlandsnursingworkforce@nhs.net">england.midlandsnursingworkforce@nhs.net</a>		
The NHSEI regional team will confirm shortlist decisions to systems and create a reserve list based upon highest scores.	17/08/22	NHSEI Nursing Team &
Notify successful applicants Cc: SPOA	19/08/2022	NHSEI Nursing Team
Notify unsuccessful candidates: <ul style="list-style-type: none"> <li>those who were not shortlisted by the system</li> <li>reserve candidates who will remain on a reserve waiting list</li> </ul> and provide an alternative offer of support	19/08/2022	SPOA
Reserve candidates will additionally be informed of a regional support offer	26/08/2022	NHSEI Nursing Team

This is a 23-day development programme of external study with a flexible 1 day per week of study time, delivered over 13 months. The programme will take place from September 2022 to August 2023.

It is critical that participants are fully supported throughout the duration of the programme by a **named sponsor and deputy sponsor** who are senior leaders operating at executive level, with a link to nursing and midwifery. Sponsors must be part of a constituent organisation within the STP/ICS/LMNS or employed by the STP/ICS/LMNS. The sponsor's support will be essential to not only the success of the participant during the programme and their leadership stretch assignment but also their ongoing development, following the programme's conclusion. Please ensure that nominees are provided with the names and access to a sponsor before they submit their application.

### Evaluation

To measure the success of cohorts 1 and 2 of the pilot NHSE/I have commissioned an ongoing evaluation of the programme. This will aim to provide an evidence base for the future; to move the programme from a proof of concept to a mainstream and sustainable model.

Thank you for supporting this programme and we look forward to hearing from you soon.

Yours sincerely



Professor Nina Morgan  
Regional Chief Nurse  
NHS England and NHS Improvement