

# Exploring racial equality, diversity and inclusion (EDI) initiatives in the London pharmacy workforce

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Presented by:

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# Learning outcomes

1. Understand **workplace EDI initiatives** implemented by London Pharmacy teams.
2. Explain the **challenges and opportunities** in implementation.
3. Describe **recommendations based on survey findings**.



# Background

BME staff comprise of **44.9%** of London NHS staff but only **14.7%** hold board positions *(NHSE, 2022)*



BME pharmacist representation decreases from **37.5%** at band 8a to **20.3%** at band 9 *(NHSE, 2023)*

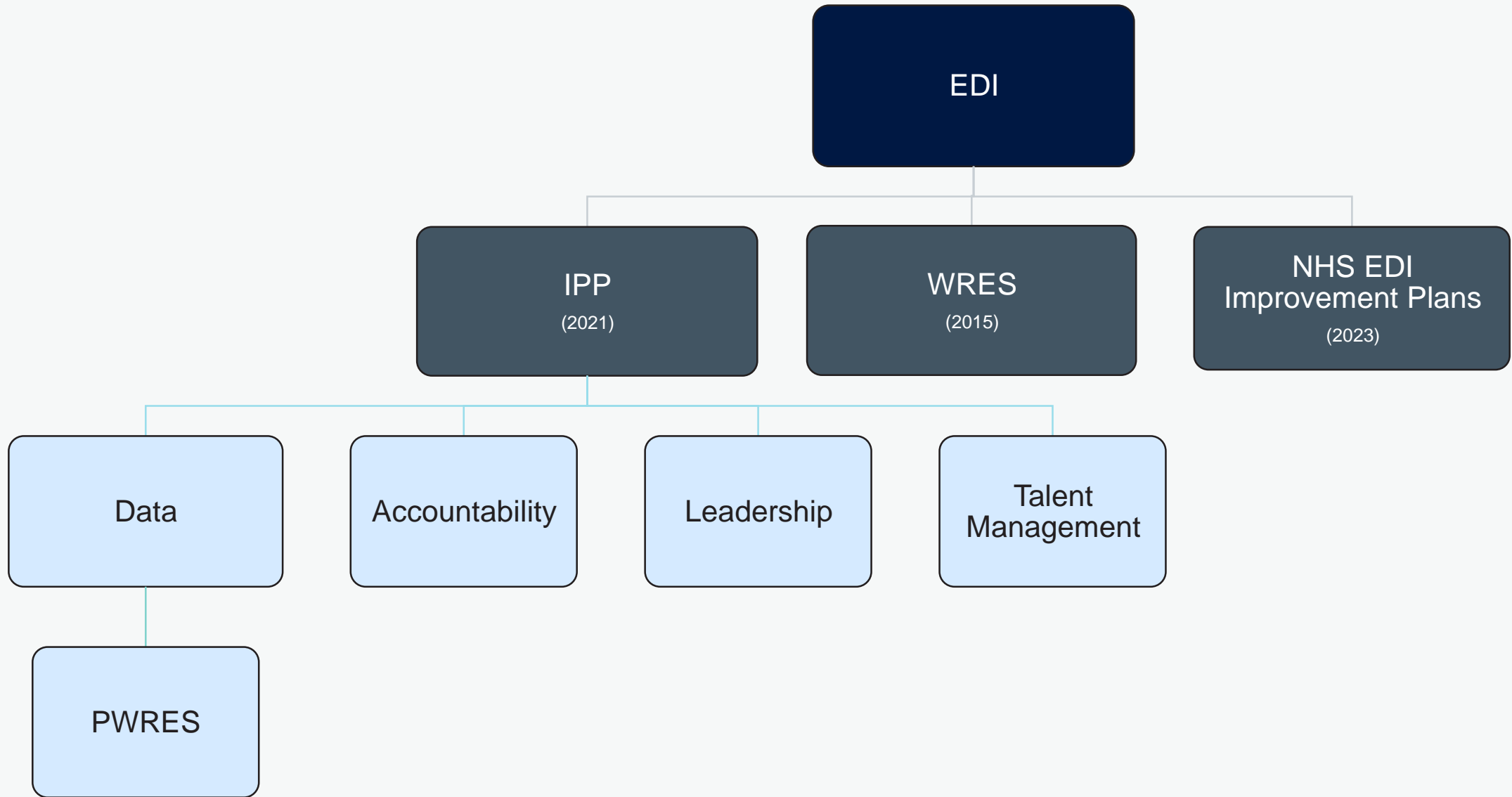


White applicants are **1.64 times** more likely to be appointed from shortlisting than BME applicants *(Kline, 2014)*



## Why?

Diversity strengthens organisation, empowers our workforce, enhances patients care.



# Aims & objectives

## Aims:

The project aims to identify and share current EDI initiatives influencing racial equality and diversity in London's pharmacy workforce.

## Objectives:



**Explore EDI  
initiatives**



**Raise EDI  
awareness**



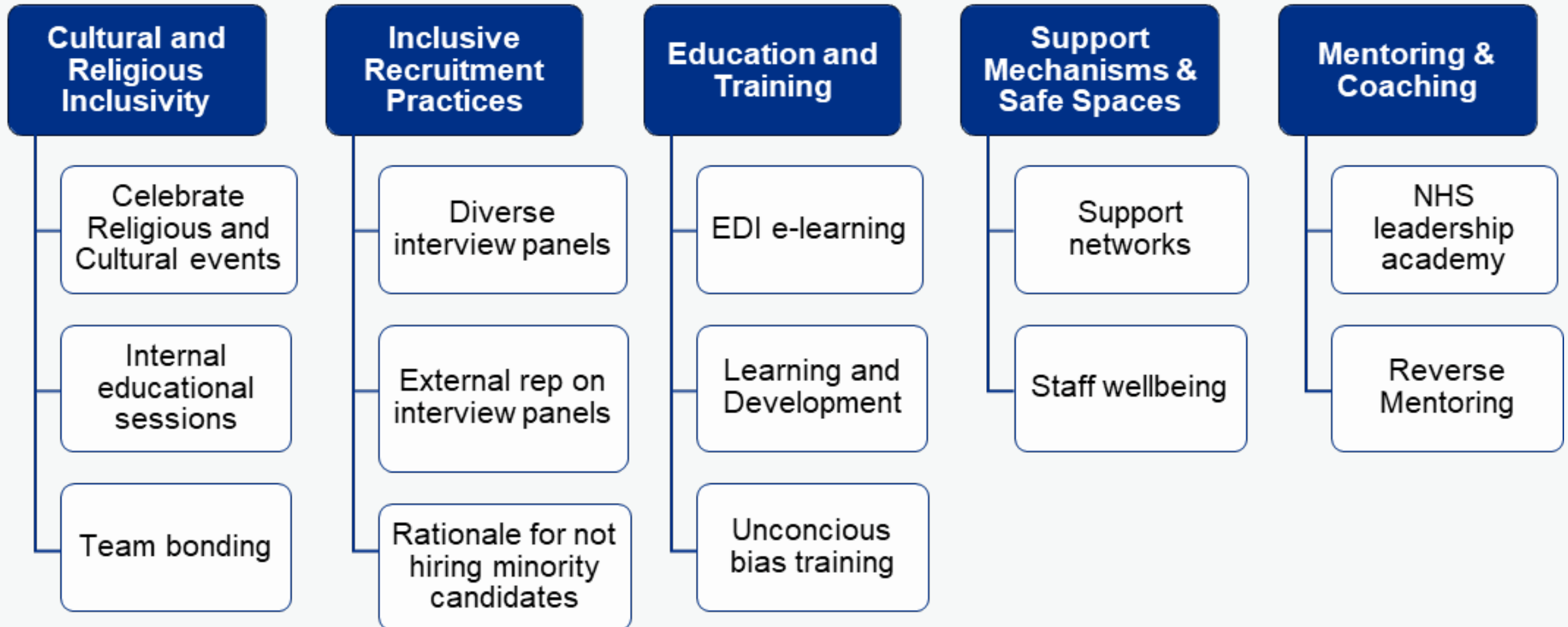
**Facilitate  
knowledge sharing**



# Key findings

- Total of **30 responses** from various pharmacy sectors across London.
- **63%** had implemented EDI initiatives, with Secondary Care leading in implementation.
- **17%** of organisations had set targets for increasing ethnic minority representation in senior pharmacy roles.
- **FTSUG adoption varies** across different pharmacy sectors, with highest rate of FTSUG adoption is in Secondary Care.
- Despite variation, data shows **employee feedback** and **exit interviews or surveys** are the most commonly used method to **measure the success of EDI initiatives**.

# 5 Themes of EDI initiatives implemented by respondents





# Challenges & opportunities to implementation



## Challenges

- Lack of awareness
- Poor staff engagement
- Complex organisations



## Opportunities

- EDI champions
- Educational resources
- Shared learning

# Recommendations

**Racial diversity  
targets**

**EDI champions**

**Central EDI  
resources hub**

**Coaching and  
mentoring  
programmes**

**Safe spaces**

**Further research**

# Next steps



**Share the report**



**Review recommendations**



**Align with NHS Plans**



**Identify responsible parties**



**Succession planning**



# Time for Reflection

**E**valuate the meaning of EDI

**D**evelop & implement EDI activities

**I**mpact assessment



“ The role of a leader is not to come up with all the great ideas. The role of a leader is to create an environment in which great ideas can happen. ”

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Simon Sinek

When people feel safe enough to raise their hands and say, “**I made a mistake**” or “**I need some help**”.  
The leader has created an environment where people feel safe to be themselves.

# Resources

## Datasets

- **NHS England WRES 2022 Report:** <https://www.england.nhs.uk/long-read/nhs-workforce-race-equality-standard-wres2022-data-analysis-report-for-nhs-trusts/> (Accessed: 9th August 2023).
- **NHS England Pharmacy WRES 2023 Report:** <https://www.england.nhs.uk/long-read/Pharmacy-workforce-race-equality-standard-report/#summary-of-the-pwres-indicators-for-nhs-trusts-in-england> (Accessed: 13th November 2023).

## National and Regional EDI plans

- **Joint National Plan for Inclusive Pharmacy Practice (IPP):** <https://www.england.nhs.uk/primary-care/pharmacy/inclusive-pharmacy-practice/> and <https://future.nhs.uk/NationalInclusivePharmacy/view?objectId=94887845#94887845> (Accessed: 12th September 2023).
- **NHS England EDI Improvement Plan:** <https://www.england.nhs.uk/long-read/nhs-equality-diversity-and-inclusion-improvement-plan/> (Accessed: 31st October 2023).
- **National EDI repository** – This was developed alongside NHS EDI Improvement Plan: <https://future.nhs.uk/connect.ti/NationalEDITeam/view?objectId=41622032> (Accessed: 31st October 2023).

## Professional Development and Training

- **CPPE Cultural Competence person-centered care webpage:** <https://www.cppe.ac.uk/gateway/cultcomp> (Accessed: 12th September 2023).
- **Elfh EDI-related E-learning:** <https://nshcs.hee.nhs.uk/about/equality-diversity-and-inclusion/e-learning-for-health-resources/> (Accessed: 12th September 2023).
- **NHS Leadership Academy Coaching and Mentoring:** <https://www.leadershipacademy.nhs.uk/programmes/coaching-and-mentoring/> (Accessed: 12th September 2023).

# Resources

## Recruitment and Staff support toolkits

- **NHS Employers Inclusive Recruitment Guide:** <https://www.nhsemployers.org/publications/inclusive-recruitment-guidance> (Accessed: 12th September 2023).
- **London Debias Recruitment Toolkit:** <https://www.nhsemployers.org/articles/de-biasing-recruitment> (Accessed: 12th September 2023).
- **NHS England developing Staff Networks Toolkit:** <https://www.england.nhs.uk/long-read/developing-your-nhs-staff-network/> (Accessed: 12th September 2023).

## Studies and reports

- **McKinsey Report About Why Inclusion Matters:** Mckinsey and Company (2020) Diversity wins: How Inclusion Matters. Available at: <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters> (Accessed: 12th September 2023).
- **Roger Kline Snowy White Peaks of the NHS:** The snowy white peaks of the NHS: a survey of discrimination in governance and leadership and the potential impact on patient care in London and England. Middlesex University. Available at: [https://www.mdx.ac.uk/\\_data/assets/pdf\\_file/0015/50190/The-snowy-white-peaks-of-the-NHS.pdf.pdf](https://www.mdx.ac.uk/_data/assets/pdf_file/0015/50190/The-snowy-white-peaks-of-the-NHS.pdf.pdf) (Accessed: 9th August 2023).





# References

- NHS England (2022) London's Workforce Race Strategy. Available at: <https://www.england.nhs.uk/london/our-work/equality-and-diversity/london-workforce-race-strategy/> (Accessed: 9th August 2023).
- NHS England (2023) Pharmacy Workforce Race Equality Standard report. Available at: <https://www.england.nhs.uk/long-read/Pharmacy-workforce-race-equality-standard-report/#summary-of-the-pwres-indicators-for-nhs-trusts-in-england> (Accessed: 13th November 2023).
- Kline, R. (2014) The snowy white peaks of the NHS: a survey of discrimination in governance and leadership and the potential impact on patient care in London and England. Middlesex University. Available at: [https://www.mdx.ac.uk/\\_\\_data/assets/pdf\\_file/0015/50190/The-snowy-white-peaks-of-the-NHS.pdf.pdf](https://www.mdx.ac.uk/__data/assets/pdf_file/0015/50190/The-snowy-white-peaks-of-the-NHS.pdf.pdf) (Accessed: 9th August 2023).

# Questions

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