

The Diversity Project – Survey Information sheet

Background

The National Collaborating Centre for Mental Health (NCCMH), part of the Royal College of Psychiatrists, has been commissioned by the Tavistock and Portman Foundation Trust to undertake research as part of The Diversity Project. This work will examine the representation of protected characteristics within the NHS mental health workforce.

Understanding issues of discrimination at work faced by staff from protected characteristics is fundamental to enabling the mental health workforce to retain its skills and expertise. Fundamental to retention efforts, is support from healthcare organisations for staff to access training and development opportunities.

This research will investigate the impact of the Workforce Disability Equality Standard (WDES) and the Workforce Race Equality Standard (WRES) on people with disabilities, and people from Black, Asian and Minority Ethnic (BAME) groups in the NHS mental health workforce.

In their analysis of workforce metrics, the 2019 WDES report found that a gap exists between people with disabilities and those without disabilities people in terms of how they felt about their Trusts providing equality of opportunities.

Similarly, the 2019 WRES report cited that the uptake of non-mandatory training and continued professional development (CPD) for BAME staff was lower than that for white staff.

These findings have led to the following questions about equality for staff with disabilities and those belonging to BAME groups:

Access to Continuing Professional Development and Non-Mandatory Training

- Why are staff from BAME backgrounds not accessing non-mandatory training and CPD opportunities as much as their white counterparts?
- What factors contribute to the difference?
- Could the lack of uptake of non-mandatory training and CPD opportunities affect career progression?
- If career progression is affected, how would this affect the representation of protected characteristics in upper management?

Equal Opportunities for Career Progression

- Why do Disabled and BAME staff feel that their trusts do not provide equal opportunities for career progression?

Aim of the questionnaire

In order to address these questions and assist the research team in collecting data, the NCCMH would like to invite health workers who identify as BAME to participate in an anonymous survey via MS Forms.

Details

The survey will remain anonymous and should take around 10-15 minutes to complete. The survey closes on Friday 26th March 2021.

[The Diversity Project Survey](#)

Who to contact if you have any questions:

For more information about the project, please contact the Project Manager
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