

Midlands and East Regional Talent Board update



Aspire Together for the Midlands and the East of England

Welcome to our first stakeholder update and thank you to all of you for supporting the *Aspire Together* journey so far. The Midlands and East Regional Talent Board will continue to operate across both the Midlands and East of England regions of NHS England and NHS Improvement.

A message from

Nick Carver

CEO East and North Hertfordshire NHS Trust and Chair, Midlands and East Regional Talent Board.

Dale Bywater

Regional Director, Midlands, NHS England and NHS Improvement.

Ann Radmore

Regional Director, East of England, NHS England and NHS Improvement.

We are delighted to share our progress so far, which has been led and supported by our system leaders across both regions. Following the opening of the pilot nomination window in September 2018, we have now assessed all our applicants and have a pool of candidates who are ready to be shortlisted for executive director posts within providers and on governing bodies of CCGs.

We are particularly pleased to share the news that 17% of the candidates in the pool are from BME backgrounds and that women are also well represented. There is much more to be done in this area of course and we will soon be sharing some the equality, diversity and inclusion materials that we have introduced in our own organisations with organisations in the Midlands and East of England regions. This includes **10 high impact actions for boards** and **conscious decision-making training**, which we hope will continue to make a positive impact in this area for BME, women, LGBT+ and diversely-abled colleagues. Read on for more information.

The next nomination window for Aspire Together will be in June 2019, so look out for further details on our [website](#).



Did you know you can self-nominate to the Aspire Together Talent Pool?

The next Aspire Together Talent Pool nomination window will run during June with candidates being assessed from September onwards. This time, we will be including a process for those people who are already in director posts, details of which will be communicated to you shortly. The pool will also expand to allow colleagues from partner organisations including NHS England and NHS Improvement to apply. More details will follow soon on our website, but please check out the [success profile](#) now to consider if you meet the characteristics required to be in the pool.

Inclusion for talent management

In February, Sally Scales, who is a member of the five Regional Talent Boards, chaired a podcast on equality, diversity and inclusion. She was joined by Nick Carver, Tracie Jolliff and Joan Saddler for a lively and enlightening discussion about building diversity and inclusion into talent management.

The conversation covers some of the issues that exist in the NHS and beyond, as well some of the actions we are taking to try to improve the diversity of our staff, especially at senior levels. You can listen to the podcast or download the transcripts via these links.

You can also find out more by reading Nick and Joan's editorial in the HSJ: [Increasing inclusivity is hard and uncomfortable, but it is vital.](#)



Listen to the podcast

Listen to [episode 1](#) and [episode 2](#)

Transcripts: [episode 1](#) and [episode 2](#)



What's happening nationally?



The work of the Midlands and East Regional Talent Board continues at pace and the regional talent boards in the North, South East, South West and London are now also established. Each board will be unique to its own region, but there are some core principles that underpin all our work:

- They are 'for us and by us.' NHS organisations will set their own agenda based on what's needed locally.
- The CEOs, Accountable Officers, Chairs and HR Directors on the various boards work hand-in-glove with senior leaders from within NHS England and NHS Improvement.
- The aim to improve diversity and inclusion within talent management is a vital component of all our work.
- Whilst all the boards will deliver on core objectives, they will identify priorities specific to their own region and address those too.
- The work of the talent boards is not a programme of work, it's a new way of doing things that is aligned with the integration of NHS and social care services.

Read more in Martin Hancock's HSJ article [here](#).

Coming soon: diversity and inclusion in talent management

We have been working with advisers Roger Kline and Doyin Atewologun to ensure that we are always thinking about diversity and inclusion within our work. This has led to the development of two documents which we have used and implemented in our own organisations (Midlands and East RTB.)

Ten high-impact actions for boards are simple but effective steps boards can take within their own organisations to support more inclusive talent management processes. We will also be sharing a **conscious-decision making webinar**, which we recommend is used by all recruiting managers as part of their own talent management strategies to support selection. More info to follow in an upcoming newsletter.

