



BME Network
Recognising our Staff
Equality Groups
Co-Chairs: Sue Silva &
Owolona Ogbe

NHSGGC BME Staff Network

- From Representation to Influence: Supporting Staff, Shaping Change
- *We are a network built around people, belonging and organisational change*
- Owolona Ogbe & Sue Silva – Co-Chairs



Who We Are

519+ members

Steering Group

Quarterly meetings

Active WhatsApp
community

Non-Executive Champion
– Mehvish Ashraf

Co-Chairs – Owolona
Ogbe & Sue Silva

Our strength is our
membership and the
diversity of experiences,
professions and
backgrounds represented
within it.

What Our Members Are Telling Us

Leadership & Representation

Under-representation at senior levels

Career Progression

Access to promotion and development

Training & Opportunities

Equitable access to learning and mentoring

Racism & Discrimination

Experiences of racism, discrimination and bias

Belonging & Workplace Experience

Feeling valued, included and psychologically safe

International Recruitment

Additional challenges adapting to a new country, system and workplace

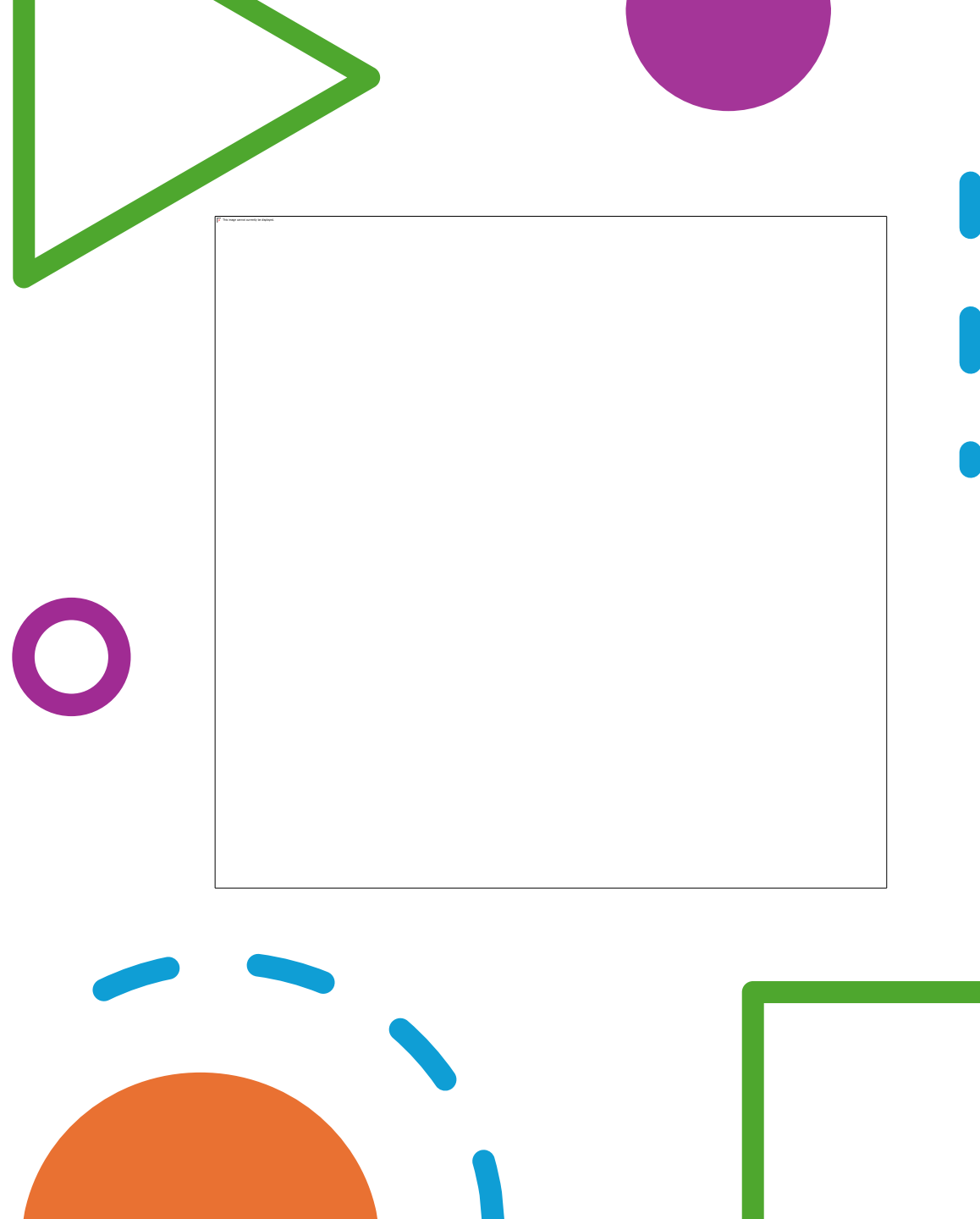
These experiences are signals about where organisational systems and culture may need to change.

Why the Network Matters

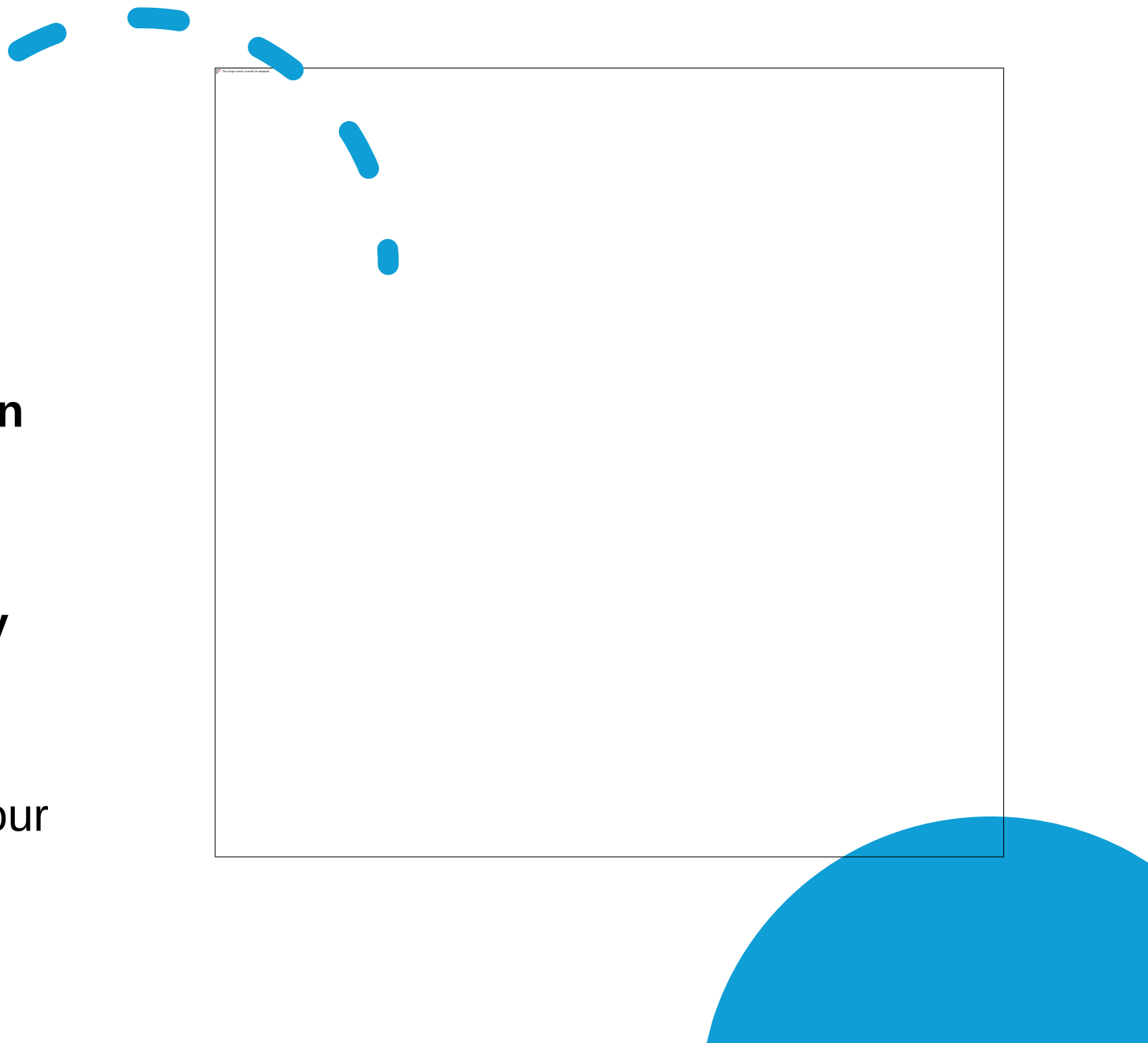
- **VOICE**
- Giving BME staff a collective voice
- **SUPPORT**
- Creating connection, peer support and a trusted space
- **INFLUENCE**
- Bringing lived experience into organisational decision-making

A diverse workforce is not enough. People must also have an equitable opportunity to belong, progress and influence.

The Network exists because the challenges members experience require both individual support and organisational change



Our Priorities



- **01 – Inclusion & Belonging**
- **02 – Career Development**
- **03 – Leadership Representation**
- **04 – Training & Development**
- **05 – Anti-Racism**
- **06 – Support for Internationally Recruited Staff**

Our priorities are shaped by what our members tell us.

Supporting Our Members

- **New colleague**
- **Peer support**
- **Peer/Buddy Support**
- Buddying
- **Safe Conversation**
- Career guidance
- **Advice & Guidance**
- Recruitment advice
- **Confidence & Connection**
- Signposting
- **Development & Progression**
- Safe and trusted conversations
- Sometimes people need someone who understands before they are ready to take the next step.



From Member Voice to Organisational Impact

- **519+**
- Network Members
- **190**
- Survey Responses
- **100+**
- Future Leaders Supported
- **1st**
- NHSGGC Anti-Racism Strategy
 - ✓ We're Standing Against Racism
 - ✓ Organisational influence
 - ✓ Policy development
 - ✓ Staff engagement

When staff voices are heard, valued and acted upon, they can influence organisational change.



Developing Future Leaders

- **BME Staff Member**
↓
Learning & Development
↓
BME Leadership Programme
↓
Emerging Leader
↓
Future Senior Leader

- Having trained
- **100+**
- **Future Leaders Supported**
- Then:
- Leadership development
- Interview preparation
- Career planning
- Progression support
- Band 6 development
- Access to learning opportunities

Our ambition is not simply to identify barriers to progression, but to help remove them.



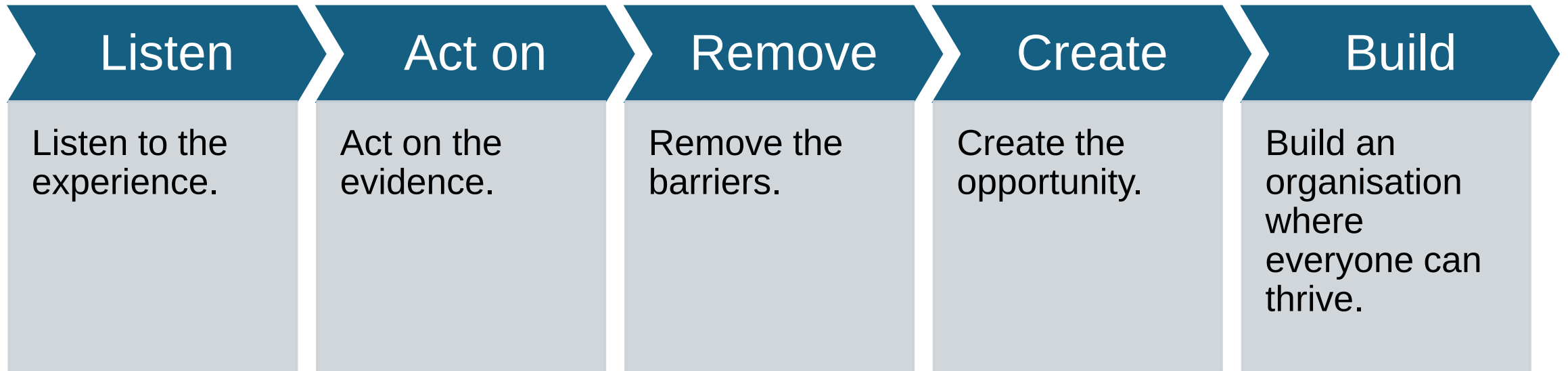
Where Do We Go From Here?

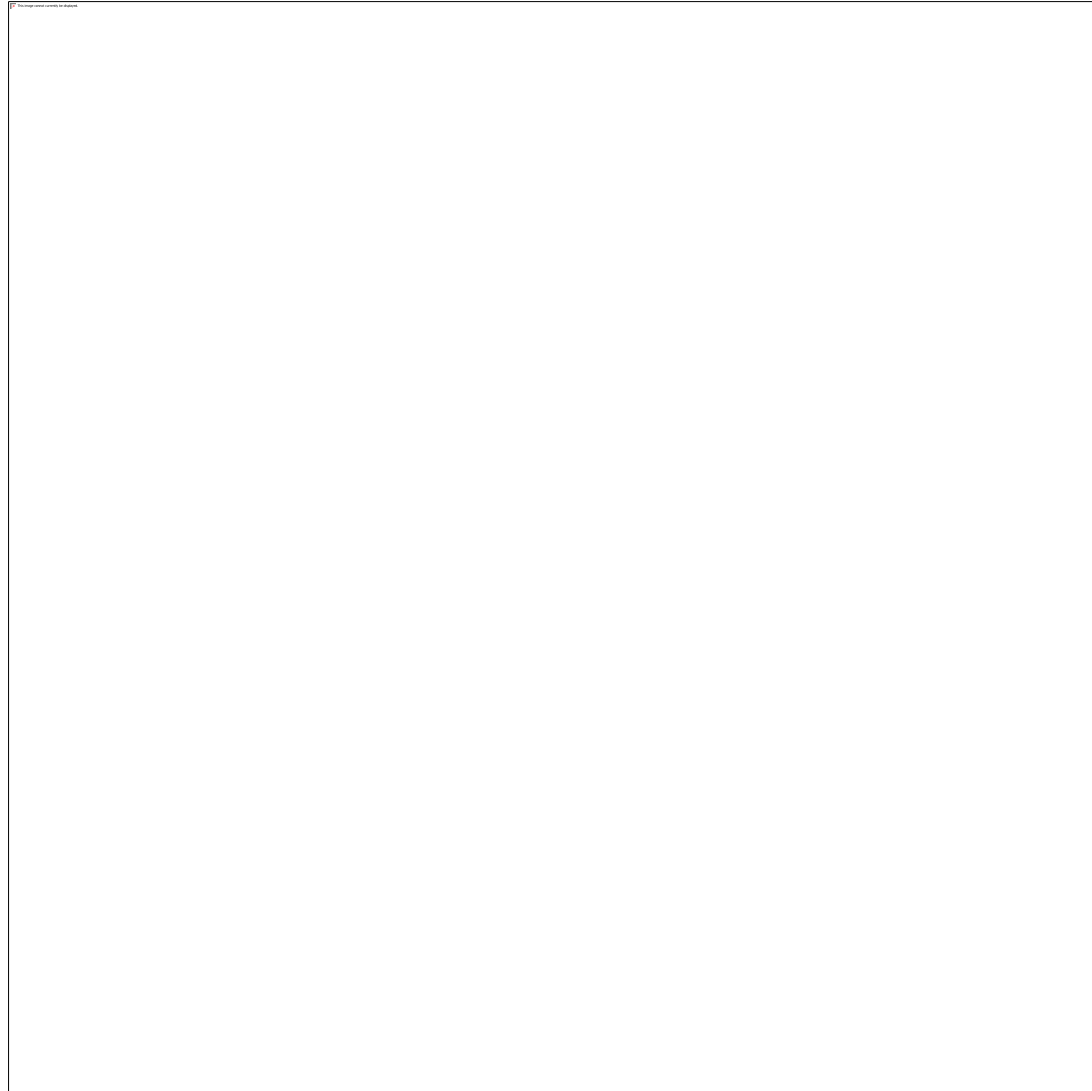
- **Our ambition**
- **BELONGING**
Everyone feels valued.
- **EQUITY**
Opportunities are fair.
- **REPRESENTATION**
Leadership reflects our workforce.
- **ANTI-RACISM**
Racism is actively challenged.
- **INFLUENCE**
BME staff voices shape organisational change.

Inclusion is not the responsibility of the Network alone. It is an organisational responsibility.



Listen. Act. Change.





Thank You

Any Question?