



CapitalMidwife Ethnic Minority Midwives Fellowship – Information Pack

December 2022

The CapitalMidwife¹ Fellowship has been designed to support band 6 and 7 midwives from ethnic minority groups to move into leadership roles. It is hoped that having more leaders from ethnic minority groups will help to address the very clear inequities that exist. For example, national data shows that 86% of White British midwives believe their organisation acts fairly regarding career progression / promotion, but only 30% of Black Caribbean midwives agree.

The Fellowship has been developed by a group of maternity leaders working on the London Workforce Race Strategy, leaders from the Association of South Asian Midwives and the Society of African and Caribbean Midwives, and representatives from the Royal College of Obstetricians and Gynaecologists, including Kate Brintworth, Regional Chief Midwife for London, NHS England and Improvement, Wendy Olayiwola, National Equity Lead, NHS England and Improvement, and Dr Gloria Rowland, Chief Nurse NHS South West London and author of 'Turning the Tide' report².

Over six months, Fellows will learn leadership and quality improvement skills, and develop a network of peers, mentors, coaches and sponsors who can support their career progression throughout the Fellowship and beyond.

Eligibility criteria

The CapitalMidwife Fellowship is open to all band 6 and 7 ethnic minority midwives in London embedded in clinical practice who wish to develop their midwifery leadership careers.

There are up to 30 places available on the Fellowship, with at least one place available per maternity unit. Priority will be given to:

- Midwives who have been at band 6 or 7 for two or more years
- Midwives who have applied for a promotion/higher band but have been unsuccessful

¹ CapitalMidwife brings London's midwives together to celebrate midwifery, share ideas and best practice, and promote midwifery as the profession of choice: <https://www.hee.nhs.uk/our-work/capitalmidwife>

²<https://www.northeastlondonhcp.nhs.uk/downloads/ourplans/Maternity/Turning%20the%20Tide%20Maternity%20Report%20-%202020.pdf>

- Midwives from ethnic minority groups that face the most discrimination, as reported through the national NHS Staff Survey (please refer to appendix one)
- Midwives who will be enrolling onto the programme for the first time
- Completing a comprehensive application form

Fellowship outline

Time requirements

Fellowship learning days will run for six months from April 2023 until September 2023³. This is a time commitment of 157.5 hours (21 days), and Fellows will be expected to attend all these days (seven and a half hours).

Funding and sponsorship

Funding of £3,000 has been allocated for each Fellow. To secure this funding we request that their maternity unit puts forward a sponsor (band 8c or above) who can dedicate two hours over the course of six months to work with a CapitalMidwife Fellow to support their development. Information about sponsorship has been provided separately.

Benefits

By participating in the Fellowship, midwives will:

- Build a network of connections to support their career and personal development
- Improve their understanding of their personal leadership style
- Develop greater self-presence, soft-skills and personal impact
- Develop their understanding of quality improvement and be able to lead QI projects
- Build their confidence in tackling real workplace issues
- Understand how to look after their wellbeing and access groups and resources that can support this
- Build increased support from their line manager and Trust.
- Develop an awareness of opportunities available within maternity services, and the tools, techniques, and people that will help them to progress in their career.

Content

The Fellowship will include a mix of face-to-face events, online workshops and protected time for self-directed learning. Over the course of six months, Fellows will carry out a quality improvement (QI) project. This will develop their QI skills and give them a project to refer to during future job interviews. The Fellowship team will help them identify an appropriate project and support them as they deliver it.

Mentoring, coaching and sponsorship are recognised as key enablers for career progression, so Fellows will also be expected to identify people for each of these roles. The Fellowship team will also support them to do this. Action Learning Sets will also be incorporated where possible⁴.

The Fellowship includes protected learning time. Fellows are asked to use this time to focus on activities that will be most beneficial to their own learning. We would suggest a combination of:

³ Start and end dates are subject to change depending on system pressures.

⁴ Action Learning Sets will be dependent on the availability of facilitators.

- Initiating and developing their QI project
- Speaking to their mentor, coach and sponsor
- Pre-work or further reading.

Below is an outline of the Fellowship schedule. Please note content may change depending on the availability of facilitators. Confirmed dates are included below, a full confirmed schedule will be circulated by February 2022.

Date	Topic/Session	Length	Facilitator/Lead
Thursday, 13 April	Introductory day: <ul style="list-style-type: none"> • <i>Networking opportunity</i> • <i>Current NHS landscape</i> • <i>Setting personal aims and objectives</i> • <i>Brainstorming QI projects</i> 	One day	Various NHS maternity leaders
Thursday, 20 April	Leadership session one: self	09:30 – 12:30	NHS Elect
	Action Learning Set	Half day	
Thursday, 27 April	Ethnic minority networks and support midwives; wellbeing	Full day	Various NHS maternity leaders
Thursday, 4 May	Quality improvement session one and two	Full day	NHS Elect
Thursday, 11 May	Leadership session two: others	09:30 – 12:30	NHS Elect
	Action learning set	Half day	TBC
Thursday, 18 May	CV writing and applications	09:30 – 12:30	TBC
	Protected learning time	Half day	Self-directed
Thursday, 25 May	Interview skills		TBC
	Protected learning		Self-directed
Thursday, 1 June	QI coaching	09:30 – 12:30	NHS Elect
	Protected learning time	Half day	Self-directed
Thursday, 8 June	Action learning set	09:30 – 12:30	TBC
	Protected learning time	Half day	Self-directed
Thursday, 15 June	Leadership session three and four	Full day	NHS Elect

Thursday, 22 June	Action learning set	09:30 – 16:30	TBC
	Protected learning time	Half day	Self-directed
Thursday, 29 June	Embodying leadership	Full day	Royal Academy of Dramatic Arts
Thursday, 6 July	Protected learning time	Full day	Self-directed
Thursday, 13 July	QI coaching	09:30 – 12:30	NHS Elect
	Protected learning time	Half day	Self-directed
Thursday, 20 July	Leadership session five	09:30 – 12:30	NHS Elect
	Protected learning time	Half day	Self-directed
Thursday, 27 July	QI coaching	09:30 – 12:30	NHS Elect
	Protected learning time	Half day	Self-directed
Thursday, 3 August	Action learning set	09:30 – 16:30	TBC
	Protected learning time	Half day	Self-directed
Thursday, 10 August	Leadership session six	09:30 – 12:30	NHS Elect
	Protected learning time	Half day	Self-directed
Thursday, 17 August	Networking event with alumni	09:30 - 12:30	TBC
	Protected learning time	Half day	Self-directed
Thursday, 24 August	Action learning set	09:30 – 12:30	TBC
	Protected learning time	Half day	Self-directed
Thursday, 15 September	Celebration event	Full day	Various NHS maternity leaders

Application process

If you are interested in applying for the Fellowship, please complete an online application form, [here](#) and submit by 23:59 on Sunday 15 January 2023.

While it is not a requirement for you to obtain your line manager's support to apply, we encourage you to do this where possible.

Once submitted, the application form will be anonymised and reviewed against the eligibility criteria. Applicants will be shortlisted by members of the CapitalMidwife Equality, Diversity and Inclusion Advisory group.

Successful candidates will be informed of the decision by mid-February 2022 and your line manager will be contacted to sign a learning agreement.

If you are unsuccessful in your application, we will notify you by email and keep you on a mailing list to hear about any future opportunities that may arise.

Appendix

Appendix one: National Staff Survey results (Midwifery only)

