



CapitalMidwife Ethnic Minority Midwives Fellowship – Application Pack

December 2021

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 with regard to career progression / promotion, but only 30% of Black Caribbean midwives agree.

The Fellowship has been developed by a group of maternity leaders, including Kate Brintworth (Regional Chief Midwife for London, NHS England and Improvement), Wendy Olayiwola (National Equity Lead, NHS England and Improvement), Gloria Rowland (Chief Nurse NHS South West London and author of 'Turning the Tide' report), people 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.

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, who are embedded in clinical practice and wish to develop their midwifery leadership careers.

There are 26 – 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
- Midwives from ethnic minority groups that face the most discrimination, as reported through the national NHS Staff Survey (please refer to appendix one)

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>

Fellowship outline

Time requirements

Fellowship learning days will run for six months from April 2022 until September 2022². 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 possible³.

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:

- 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. Dates and final schedule will be circulated in the new year.

² Start and end dates are subject to change depending on system pressures.

³ Action Learning Sets will be dependent on the availability of facilitators.

Day	Topic/Session	Length	Facilitator/Lead
1	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
2	Action Learning Set	Half day	TBC
	An introduction to quality improvement (QI): session one	Half day	NHS Elect
3	Ethnic minority networks and support for midwives' wellbeing	One day	Various NHS maternity leaders
4	Leadership session one: self	Half day	NHS Elect
	Protected learning time	Half day	Self-directed
5	Action Learning Set	Half day	TBC
	An introduction to quality improvement (QI): session two	Half day	NHS Elect
6	Protected learning time	One day	Self-directed
7	QI coaching	Half day	NHS Elect
	Protected learning time	Half day	Self-directed
8	Leadership session two: others	Half day	NHS Elect
	Protected learning time	Half day	Self-directed
9	Leadership session three: team	Half day	NHS Elect
	Protected learning time	Half day	Self-directed
10	Action Learning Set	Half day	TBC
	Protected learning time	Half day	Self-directed
11	QI coaching	Half day	NHS Elect
	Protected learning time	Half day	Self-directed
12	Leadership session four: conflict	Half day	NHS Elect
	Protected learning time	Half day	Self-directed
13	Leadership session five: wellbeing	Half day	NHS Elect
	Protected learning time	Half day	Self-directed
14	Action Learning Set	Half day	TBC

	Protected learning time	Half day	Self-directed
15	QI coaching	Half day	NHS Elect
	Protected learning time	Half day	Self-directed
16	Protected learning time	One day	Self-directed
17	Leadership session six: personal presentation	Half day	NHS Elect
	Protected learning time	Half day	Self-directed
18	Action Learning Set	Half day	TBC
	Protected learning time	Half day	Self-directed
19	Embodying leadership	One day	Royal Academy of Dramatic Arts
20	Action Learning Set	Half day	TBC
	Protected learning time	Half day	Self-directed
21	Final day – Celebration event	One day	Various NHS maternity leaders

Application process

If you are interested in applying for the Fellowship, please complete the attached application form (page 6) and submit this to england.capitalmidwife@nhs.net by 11:59pm on Sunday 23rd January 2022. 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.

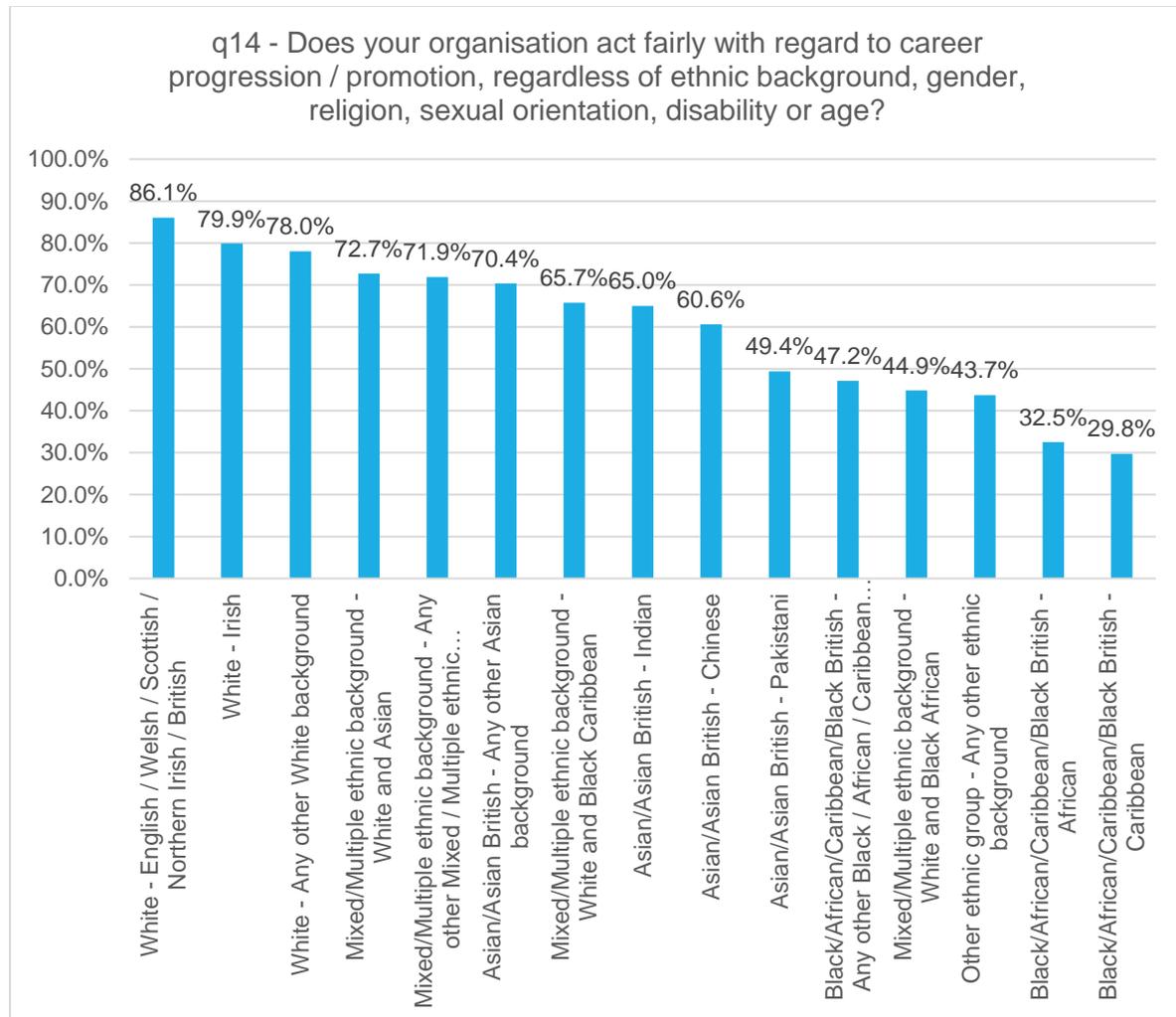
Once submitted, the application form will be anonymised and reviewed against the eligibility criteria. Applicants will be shortlisted by members of the CapitalMidwife Equality, Diversity and Inclusion Advisory group.

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)



Appendix two: Application form

Please complete the application form in as much detail as possible and ensure it is submitted to england.capitalmidwife@nhs.net by 11:59pm on Sunday 23rd January 2022, with the subject “Fellowship application”.

Section one: Personal details

Full name:	
Job title:	Band:
Trust:	Maternity site/unit:
Email address:	Phone number:

Please select your ethnicity:

- Black/Black British – African
- Black/Black British – Caribbean
- Black/Black British – Any other Black background
- Mixed ethnic background – White and Black African
- Mixed ethnic background – White and Black Caribbean

- Asian/Asian British – Chinese
- Asian/Asian British – Pakistani
- Asian/Asian British – Indian
- Asian/Asian British – Any other Asian background
- Mixed ethnic background – White and Asian

- Mixed ethnic background – Any other mixed/multiple ethnic background

- White – British (*please note this Fellowship is for midwives from ethnic minority groups*)
- White – Irish
- White – Any other white background

Section two:

How long have you been at your current banding?
When you last applied for a promotion, what was the outcome/feedback? (maximum 50 words)
Why are you applying to the CapitalMidwife Ethnic Minority Fellowship? (maximum 250 words)

How do you think this Fellowship will benefit your career and personal development? *(maximum 250 words)*

Section three: Line manager details

Please provide your line manager's details below.

Full name:	Job title:
Email Address:	

Please note it is not a requirement to obtain your line manager's support to apply for the CapitalMidwife Fellowship, but we encourage you to do this where possible. If you are successful the CapitalMidwife team will contact your line manager to ask them to sign a learning agreement, which details the commitment required from you, your line manager and your organisation.