

NHS Northwest

Race Equality Change Agents Programme (RECAP)

To support our region in our commitment for organisations to develop their anti-racist practice, we are launching our first regional cohort of the award-winning Race Equality Change Agents Programme (RECAP).

RECAP has been developed by the Northern Care Alliance NHS Foundation Trust to build on the principles of the national WRES experts programme, by providing a practical focus to provision of support and education aimed at those wishing to deliver a race equality change based project. The programme was and is still being delivered over a number of cohorts across the Greater Manchester system and has recently been expanded to include a cohort across the Telford, Wrekin and Shropshire Integrated Care System as well. In 2020 the programme was highly commended at the national HSJ Awards in the Workforce Race Equality Category.

Programme Structure

- Six half day educational seminars covering: What Inequalities, Why Inequalities and becoming empowered to enable change. Sessions designed and delivered by leading EDI and leadership practitioners
- Extensive range of reading materials and additional teaching
- Access to additional expert EDI advice to support the development of your project
- Focus on wellbeing with additional skills development around creating safe spaces and open time to support those impacted by weathering during the programme
- Group coaching to support the development of your project following the end of the educational seminars.

Who is the programme aimed at?

The programme is open to all colleagues at every level and professional role across an organisation. All that we ask is that you have a commitment to develop a change-based project that is broadly within the scope of your existing area of work to deliver.

We do ask that the programme is not aimed specifically at EDI professional roles and would encourage the opportunity to be shared with colleagues where EDI isn't an existing core part of their job role.

The ask and commitment from those on the programme

To ensure people's participation in the programme has the best chance of developing a successful change programme we have set out a small number of asks for all those who sign up to join. These are the only requirements to apply to join and there is no expectation around specific band or professional group.

- Ideally a project idea within the scope of your role that will allow you to impact on an identified racial inequality. Alternatively ensuring an identified racial inequality has been focused on for the development of a project plan.



- 8 hours release time per month to support attendance at seminars, self-led learning and development of your projects
- Sponsor within your organisation coming from your executive or wider senior leadership team. Their role should be to maintain contact with you throughout the project to support with overcoming any local barriers.
- Commitment to attend as a minimum four out of the six seminars. Where a participant is unable to attend a seminar, we will provide a limited number of 1 to 1 catch up sessions as support.

Outputs for Organisations

As a result of organisation's participating within the programme there are four core outputs that should be delivered and will benefit organisations wider inclusion plans.

1. A test of change initiative that can be evaluated to consider wider role out or acknowledgment of methodology that doesn't provide an effective impact.
2. Projects could be aligned to support the role out of plans to implement the Anti-Racist Framework
3. Participants will leave with the skills to be able to further contribute expertise and experience to future EDI activity and projects within their own organisations
4. A number of individuals within your local system who can contribute towards the wider development of a social movement to ensure anti-racist practice is expanded.

Evidence of Impact

Whilst the RECAP programme is continuing to be delivered as a model within the Greater Manchester and Telford, Wrekin and Shropshire Integrated Care Systems there is already a wealth of feedback and examples of the positive impact of the programme so far. A selection of these have been included below:

Example 1 – Developing allies

"I found the session on resilience very impactful that in particular really opened my eyes to how micro aggressions can have a much bigger impact.

Being on the course helped me to really define what white privilege is and what it isn't. This has helped in terms of breaking through defensiveness and creating allies.

The most important element as a non BAME person was the safe space to discuss race inequality and truly being able to discuss the uncomfortable in trusting environment. It was very valuable to be in the minority within the group as it gave a small insight to what BAME members of staff may feel like every day in the workplace."

Local Authority HR Professional

Example 2 – Development of reverse mentoring programme

"I am so grateful to be part of Cohort 1 of the RECAP. It has been pivotal in my understanding of Diversity and Inclusion matters. I lead the reverse mentoring scheme in my organisation and use the knowledge I gained from my interactions on the RECAP programme to inform the direction I take with this flagship



programme. The RECAP is a well-designed, thought provoking and practical programme that enable tangible change in the culture of the Health and social care system.”

NHS Mental Health Trust Organisational Development Practitioner

Example 3 – National clinical course focussed around EDI

For one participant who is a Principle Genetic Counsellor RECAP has led to the development of a new 'Equality Diversity and Inclusion (EDI) for Genomic Professionals' Course.

They were inspired by the programme and have since shared they have spoken on the topic of tackling racial equality in genetic forums across the world using the learning they have taken from the course, particularly around cultural communication skills.

“RECAP inspired me to develop a course designed to highlight the fundamental approaches and limitations for professionals keen to ensure equality, diversity and inclusion in their genomic practice. Through the use of action learning sets participants will learn the basics of culturally competent service provision and the principles needed to develop outcome focused change in their relevant professional groups. This course aims to support the development of practical and collaborative initiatives that work.”

Principle Genetic Counsellor NHS Acute Hospital Trust

Next Steps

We are looking to recruit up to 40 participants from across the North West to join our first NW region RECAP cohort.

The welcome event for all successful applicants will take place on Tuesday 18th October 2022 at 1-4pm via MS Teams and we would encourage those applying to hold this date in the diary

To request an application form to join the programme and for further details email: equality@nca.nhs.uk

The final closing date for applications to join the programme will be Friday 2nd September 2022.

