

RACE
EQUALITY

Welcome

**Peer learning event:
Inclusive recruitment and
supporting our
internationally educated
workforce**

March 2023



Welcome and introduction

Facilitated by chair

Plenary session

Louie Horne

Breakout discussion

Facilitated by chair

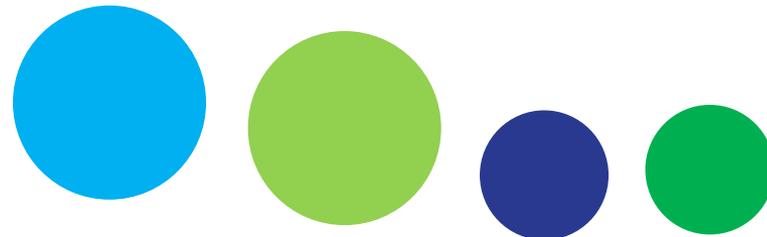
Breakout feedback

Facilitated by chair

Summary and close

Facilitated by chair

Close of event



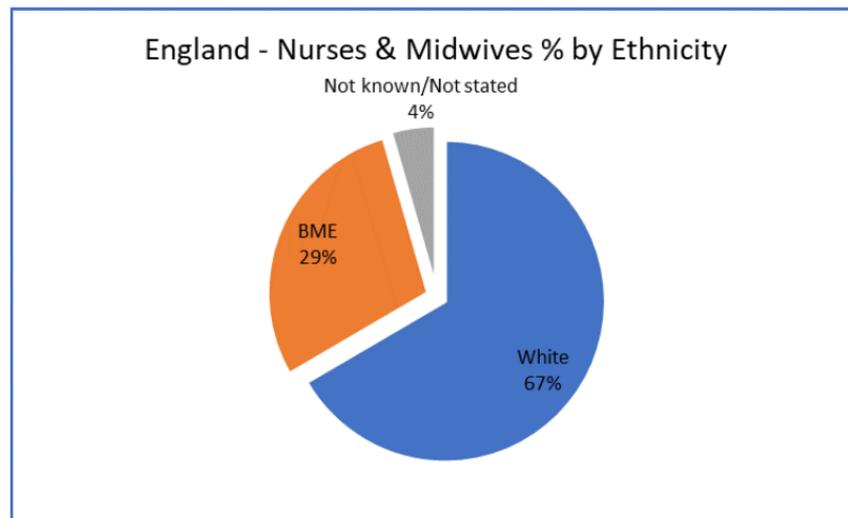
- Please keep your camera on wherever possible
- Please note Chatham house rules apply
- If you lose connection, please re-join using the link in your joining instructions or email race.equality@nhsproviders.org
- Please ensure your microphone is muted during presentations to minimise background noise
- We will come to questions once we have heard from our speaker
- Please feel free to use the chat box for questions and sharing examples of what has delivered sustained progress in your organisation
- If you would like to ask a question audibly, please use the raise hand function during the Q&A section and we will bring you in
- Any unanswered questions will be taken away and answered after the event
- You will receive a link to an evaluation form at the end of the day, please take the time to complete it, we really do appreciate your feedback.

Focus on Internationally Educated Nurses (IEN's)

Inclusive recruitment and supporting our internationally educated
workforce
NHS Providers Race Equality Learning Event

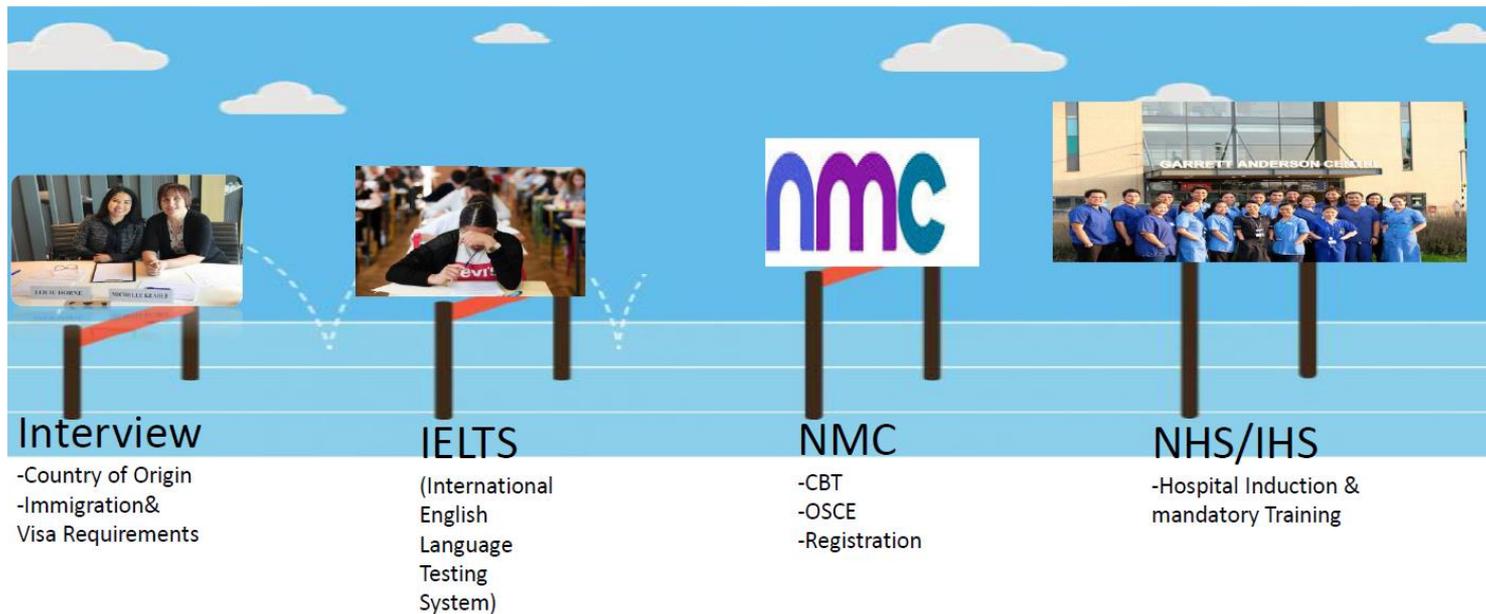
Tuesday 7 March 2023

NHS Nurses & Midwives by ethnicity – 2022

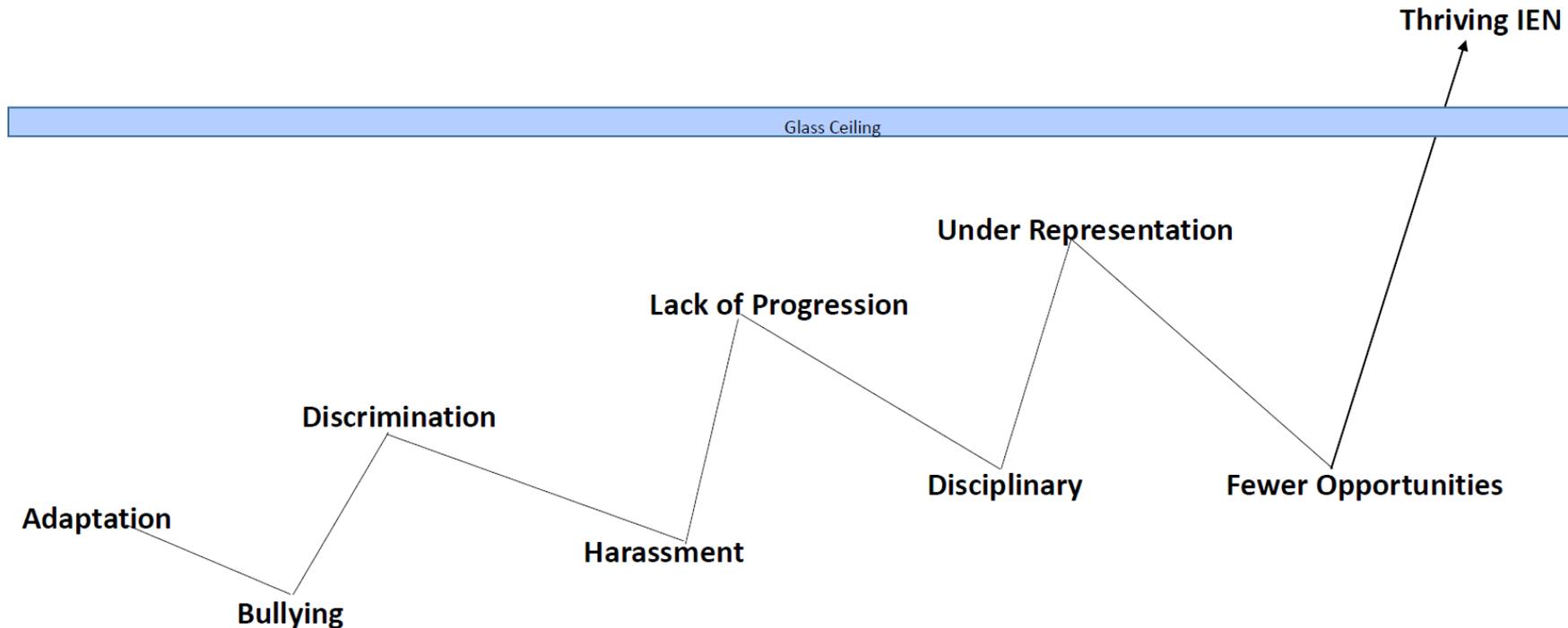


- As of March 2022, 29% (113,347) of nursing and midwifery staff of NHS Trusts and CCGs, NHS Organisations and IHPs* were from BME ethnicity. This is an increase of 14,737 (3.9%) from the previous year.

Internationally Educated Nurse (IEN) Coming to the UK: How the process works? A CASE STUDY



IEN Professional Hurdles



1

University of
Huddersfield
research
on IEN's

2

<https://nhsstaffsurveyresults.com/>

3

International
Retention
Toolkit
Self-assessment/
IMG'S induction

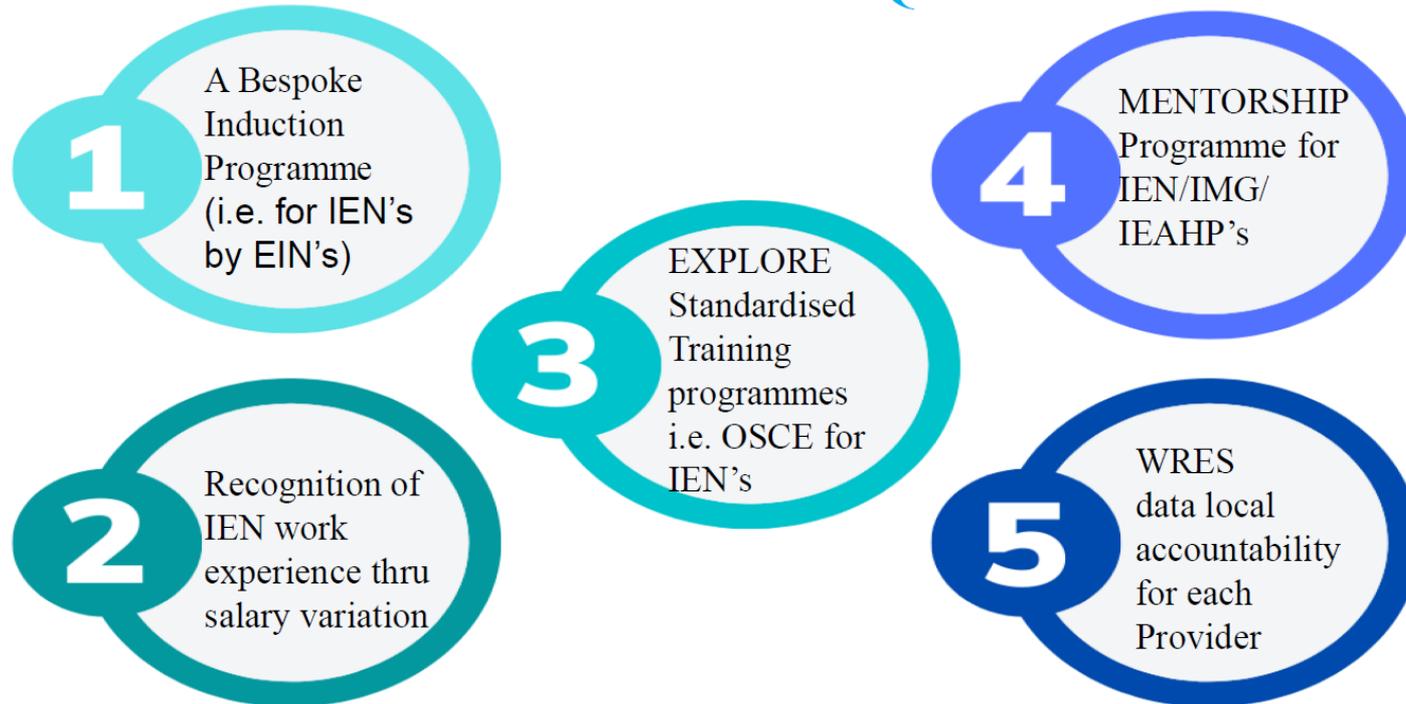
4

Stay And
Thrive
Programme
(NEY/SW)

5

NHS Pastoral
Care Quality
Award

ROAD MAP TO EQUITY



Cultural
Identity

Language
Barrier

Colder Climate

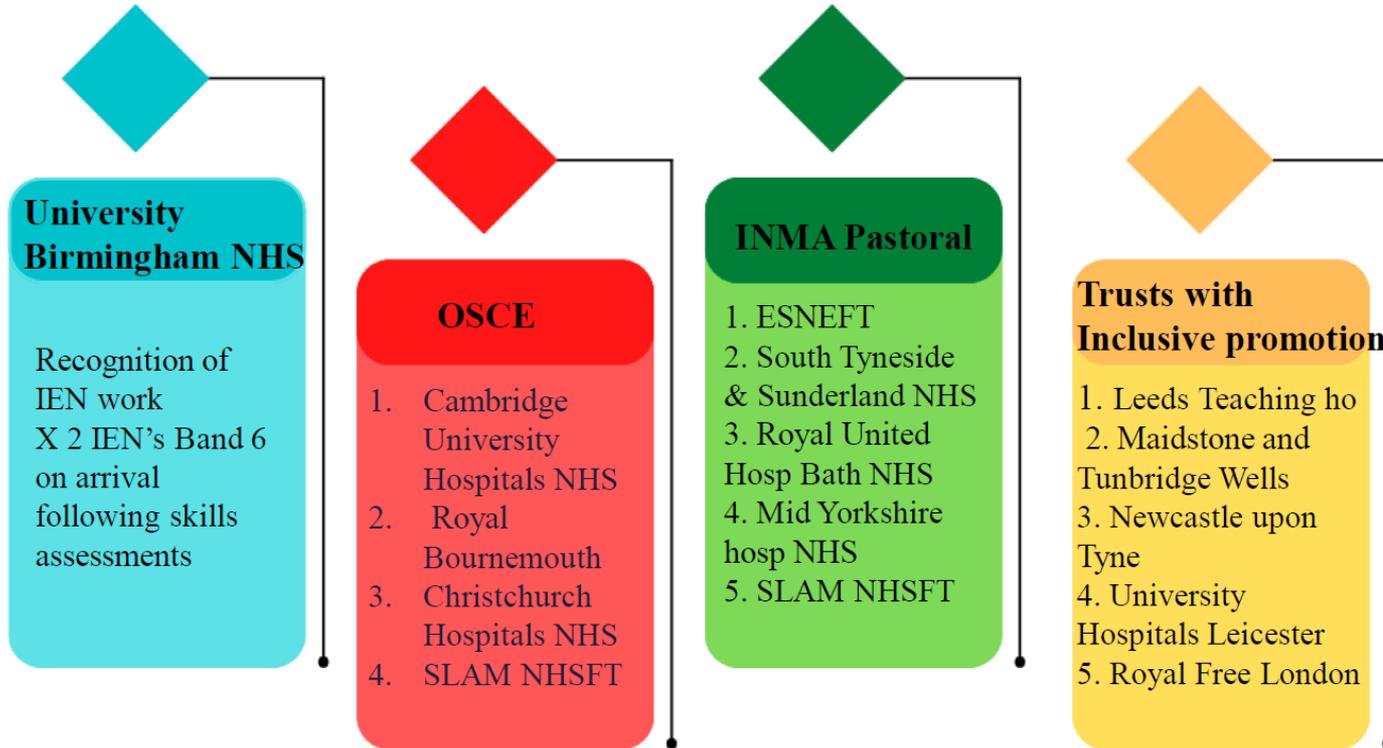


Accommodation
&
Cost of Living

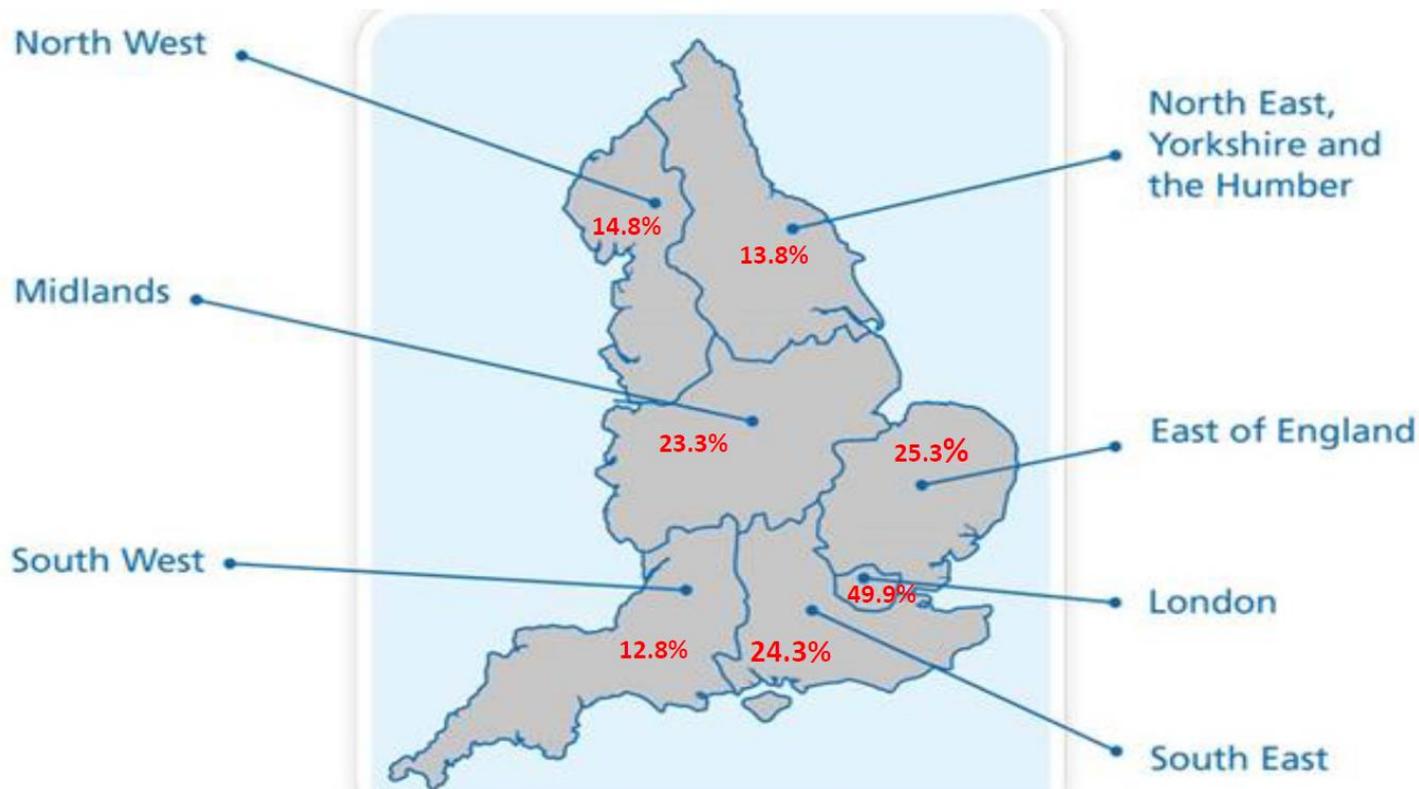
Lack of Support
Network

Work
Environment

Case studies of good practice



Regional distribution of BAME staff (WRES 2022)





Q&A

Please use the chat box or the raise hand function

- Please remember Chatham house rules apply
- There will be facilitators in each room, they will take notes as part of the post event resource
- The breakout question is:

What intervention has delivered the greatest impact in terms of improving the experience of international educated workforce in your recruitment processes?

Breakout feedback

Please use the chat box or the raise
hand function

RACE EQUALITY

Save the dates:

Can we talk about race?

Tuesday 14 March 2023 - virtual event via Zoom

Join us to hear how leaders are enabling conversations about race in their organisations.



Scan here to access our
upcoming events

Visit our website for further information on the Race Equality work:

- Race 2.0 report
- Podcasts
- My journey as a White ally videos
- Blogs
- Previous events and additional resources



Scan here to access our website

RACE
EQUALITY

Thank you



Scan here to access
our survey

