



# Greater Manchester Cancer Alliance



Cancer Workforce & Education Strategy



# GM Cancer Addressing Workforce & Education Inequalities Work Programme

Increasing  
diversity within  
the cancer  
workforce

Understand current cancer workforce composition data and promote and pilot inclusive recruitment interventions and work with cancer Pathway Boards to ensure diverse and inclusive representation

Workforce  
health  
messaging

Work in collaboration with key partners and the GM Cancer Early Diagnosis programme to promote and encourage the cancer workforce to live well and engage with health promotion campaigns / programme

Tacking  
inequalities  
education

Work in collaboration with the GM Cancer Academy and system partners to develop and signpost to training offers in response to workforce need, ensuring equitable access to equity and inclusion education

# Increasing Diversity within the Cancer Workforce

## Foundations for Change

Co-producing a Greater Manchester Workforce Disability Equality Scheme The purpose of the Foundations for Change Project was to develop a co-designed framework, providing the foundational building blocks of an inclusive system that uses the social model of disability as the standard for workplaces across Greater Manchester's health, social care and locality sectors.

[Click here for more information about the Foundations for Change Project](#)



Greater Manchester  
Coalition  
of Disabled  
People



Delivered in Partnership

## Anti-racist Framework

This document provides a framework for all NHS organisations across the North West to work towards the ambition of becoming actively anti-racist organisations. It aims to embrace both the spirit of our commitments and provide NHS organisations with guidance to put into action quickly, the steps needed to reduce the inequalities we still see every day across our workforce and to become intentionally anti-racist.

[Click here to find out more](#)



# CROSS ORGANISATION MUTUAL MENTORING

For Public Services in Bury, Rochdale, Salford and  
Oldham



## WHAT IS MUTUAL MENTORING?

Mutual Mentoring is when two people come together to share their knowledge and experiences with each other, both individuals take on the role of Mentor and Mentee.

The aim is to develop both individuals understanding of the challenges people face in the work place and share opportunities for careers development.

This mentoring scheme is targeted at **ethnic minority** staff and/or staff who have a **Disability** who will be paired with a **manager** or **senior leader** from a different organisation for **6 monthly meetings** for approx. 1 hour,

## WHAT'S THE 'CROSS ORGANISATION' BIT?

This means that mentors are paired with someone from a different organisation to the one they are employed by.

This is possible by working in partnership with public service organisations across **Bury, Rochdale, Salford and Oldham**.

If you're unsure that your employer is involved in this project please get in touch using the details below,

## WHAT'S THE REASON?

- To provide **careers development** and guidance opportunities to underrepresented people
- **Increase** managers and senior leaders cultural understanding of Race and Disability
- Provide **networking** opportunities - to get to know professionals from other organisations
- Individuals to take **action** to create positive change in their organisation

## HOW DO I GET INVOLVED?

To register your interest in Cross Organisation Mutual Mentoring please fill out this online form [here](#)

Please be as specific and detailed as possible, as this information will be used by a pairing panel to match you with a mentor.

### Do you want to find out more?

If you want to find out more before committing contact Jenna on 07826892021 or via email on [j.saide@bury.gov.uk](mailto:j.saide@bury.gov.uk)



# Workforce Health Messaging

**NHS**  
Greater Manchester  
Cancer Alliance



## Workforce Health & Wellbeing

Good wellbeing is when we can be at our best, both at work and home. We have created a bank of resources to support our workforce.

To find resources available to you please [click here](#) or scan the QR code below



## Free stop smoking support for the NHS workforce

All GM staff and contractors working within NHS Trusts have access to a package of support to help them stop smoking which includes:

- Six months free access to the premium features of the Smoke Free app
- Personal 24/7 support from an expert quit smoking advisor (via the Smoke Free app)
- Free vape kit and e-liquid for 12 weeks or free NRT (including gum) for 12 weeks

[Click here  
to find out  
more](#)



# Take the Bee Seen, Get Screened Pledge!



By signing up, employers are promising to:



Give their staff time off to attend cancer screening or provide flexible working.



Raise the profile of health & well-being in the workplace.



Encourage their employees to talk about cancer & the importance of screening!

It is totally free to sign up, and Answer Cancer will provide support and materials to help get you started!

To find out more contact:

[info@answercancergm.org.uk](mailto:info@answercancergm.org.uk) Or visit:  
[answercancergm.org.uk/bee-seen](https://answercancergm.org.uk/bee-seen)





Greater Manchester Cancer  
Academy

# The hive of cancer education



Elevating cancer care: we exist to inspire, educate and improve

GM Cancer Academy is a mechanism to support lifelong learning across all care settings, ensuring our workforce are equipped to deliver best patient care.



Greater Manchester  
Cancer Alliance

## Blended Learning



Modules  
CPD accredited online learning



Events  
Sharing best practice and networking  
Webinars



Short, interactive live and on-demand



Skills Labs  
Hands on practical sessions



Podcast  
Microlearning sound bites on  
the move

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## ePortfolio

- Cancer Academy professional development platform
- Log learning achievements against national ACCEND framework
- Support for appraisal targets and revalidation evidence
- Site-specific variation of the framework for tailored learning
- Educational resources pre-mapped to capabilities, across GM and beyond

A Cancer Academy  
for each speciality



Find out more at:  
[gmcanceracademy.org.uk](http://gmcanceracademy.org.uk)

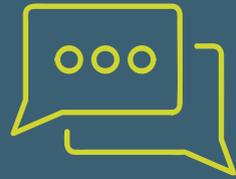




Greater Manchester **Cancer**  
**Academy**



We understand that  
good communication  
underpins best patient care,  
and positive team dynamics.



That's why we have been working closely with our multi-professional teams to deliver educational content based on your needs and service provision. No matter what role you're in, the care setting you work in, we have something for everyone.

# Inclusive Conversations

Suitable for anyone working within health and social care

Created in collaboration with the LGBT Foundation, this eLearning package is focused on providing more inclusive care for LGBTQ+ patients. The learning package covers 7 key areas, looking at terminology and mutually empowering conversations.



## Advanced Communication Skills

Suitable for those working at enhanced and advanced levels within health and social care

A new approach to Advanced Communication Skills has been developed through leveraging technology. This cutting-edge package is the first of its kind to deliver Advanced Communications through Artificial Intelligence (AI).



Pre-Course learning underpinned by theory on what good communication looks like, looking at scenario-based training on breaking bad news, and the management and de-escalation of conflict.



Step into the simulations where you can re-enact lifelike conversations and be exposed to realistic challenging conversations with patients and carers in a safe environment.



## Psychological Level 2 Training

Suitable for those working at enhanced and advanced levels within health and social care who have completed (or are completing) Advanced Communication Skills

Our Psychological Level 2 Training has been developed with Psycho-oncologists across GM. The package takes a blended learning approach with a hybrid model: 5 online modules consolidated by a face-to-face study day.

1

Module 1: Assessing psychological distress and anxiety

2

Module 2: Assessing low mood and depression

3

Module 3: Implementing basic psychological interventions for anxiety

4

Module 4: Implementing psychological interventions for low mood and depression

5

Module 5: Sources of support / Signposting / Onward referral



Find out more at:  
[gmcanceracademy.org.uk](http://gmcanceracademy.org.uk)

