



**Jess Docksey**  
 GM Cancer Workforce & Education  
 Programme Lead  
 ✉ gmcancer.wf\_ed@nhs.net



**Greater Manchester**  
 Cancer Alliance

# GM Cancer Workforce & Education Programme

## Addressing Workforce & Education Inequalities within the Cancer Workforce

One of the key ambitions in the NHS People Plan is 'Belonging to the NHS' focusing on inclusion and reducing inequalities within the workforce. It cites strong evidence for promoting an NHS workforce representative of the community that it serves, as findings suggest patient care and the overall patient experience is more personalised and patients have better outcomes.

Addressing inequalities is a cross cutting theme across all strategic activity within the Workforce & Education Programme, supported through a programme Equality Impact Assessment (EIA) in addition to project specific EIAs. There is an established Expert Advisory Group to ensure activity is data and expert led and optimise opportunity for collaborative working. This activity feeds directly into the GM Cancer Health Inequalities Board and is aligned to the ICB Health & Equity Programme.

### Increasing Diversity within the Cancer Workforce

Working with system wide initiatives and data specialists to understand the current cancer workforce composition, promote and pilot inclusive recruitment interventions and work with cancer Pathway Boards to ensure diverse and inclusive representation



#### A 6-month Cross Organisation Mutual Mentoring Scheme

Pairing senior leaders/managers with people with a protected characteristic of race or disability, employed by different organisations, with pairs both individuals are seen as mentor and mentee, sharing their knowledge and experience thus learning from one another.



#### Foundations for Change: Co-producing a Greater Manchester Workforce Disability Equality Scheme

The framework provides 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.



Scan the QR code below to check out all the great resources!



### Workforce Health Messaging



Collaborative working with key partners and the GM Cancer Early Diagnosis Programme to promote and encourage the cancer workforce to live well



Dedicated webpage of local and national offerings to support staff health and wellbeing, both in and outside of work



Access and share free stop smoking support for the NHS workforce



Join the Cancer Alliance in pledging your support for the cancer workforce to access their cancer screenings!

### Tackling Inequalities Training



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

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



With nearly **200 professionals enrolled**, one delegate told us... "This is a fantastic resource in breaking down stereotypes, initiating conversations and working towards safe and equitable spaces for cancer patients within their pathways."