

Inclusivity Video Participation at the NHS England Advancing Practice National Conference

Background

NHS England are committed to creating fair and equal opportunities for all practitioners across all stages of their career. We recognise the need for the NHS to be a place where everyone is welcome, with a culture of belonging and trust, celebrating diversity in all its forms. Although discrimination, harassment, and bullying has no place in the NHS, it still exists in some places.

To highlight the positives of an inclusive workforce, the NHS England Centre for Advancing Practice are looking for practitioners to reflect on the benefits that a diverse workforce brings to the NHS. These recordings will be combined and used as part of a session at the NHS England National Advancing Practice Conference in November and will thereafter be available on the NHS England YouTube page for public viewing.

If you are interested in contributing to this important initiative and are willing to share your own reflections in this way, please read on and we would welcome you sharing a clip of yourself for inclusion in our montage. If it isn't for you then thank you for reading so far and we hope you watch the end result.

How to get involved.

Shooting a clip for inclusion in our video is straight forward and shouldn't take more than 2 minutes. We would ask you to film yourself answering 3 questions, this can be done easily on almost any phone, tablet, or computer.

Please make sure you fill in and send back your NHS England consent form (attached to the email- or email england.advancingpractice.sw@nhs.net and ask for a copy) with your recording so that it can be used. We may contact you after this with the opportunity to film a longer interview or case study, or even follow up from the pledge. You will have the option to decline the opportunity at any point, but if you would not like to participate from the outset then please indicate this in your email.

At the start of the recording please clearly state your name and job title, then answer these questions, leaving a 2 second gap in between each question. Please see the step-by-step guide at the end of the document for instructions when you are ready to record. Whilst we will try to include all submissions received, due to the length of the intended video, we may not be able to use all footage from all the clips that are sent in.

Things to consider before recording.

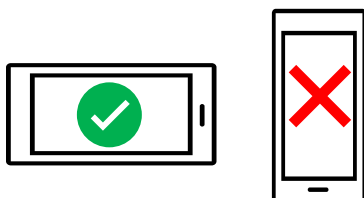
Questions



1. Have you experienced or seen discrimination harassment or bullying in your workplace? If you have and are willing, can you elaborate on the situation and how you would have wanted that situation to be handled? Please do not use any identifying characteristics or locations (maximum of 45 seconds).
2. How does a diverse advanced practice workforce benefit patient care? (Maximum of 30 seconds).
3. What pledge are you going to make to promote inclusivity in your organisation? (Maximum of 15 seconds).

Composition

- Make sure you check what is in the background
- Keep the phone level
- Film the clip in landscape / horizontally



Lighting

- Shoot with the light in front of you rather than behind you.

Sound

- Find a quiet space that has no echo, so we can best hear your answers
- Try to relax and speak at a normal pace.

Recording

- Look at the camera rather than the image of yourself

Once you have finished recording the clip you will have to email it to england.advancingpractice.sw@nhs.net (with the completed consent form) adding 'Inclusivity Video' to the subject line and your title, name, job role and any post-nominals you would like us to use in the video, within the body of the text. If the file is too big then either use <https://wettransfer.com> and email the link to us or contact us using the email address above and we will advise.

The final date of submission will be **midday (12 noon) on 9th October 2023**.

Step by step guide:

1. Find a quiet room and position yourself so the light is in front of you (not behind you).
2. Ensure that there is no sensitive information, or anything you wouldn't want shown to others, behind you before recording.



3. Using your phone/tablet/computer recording software, in landscape mode start recording
4. Look at the camera and clearly state your name and job role. If you would like to, you can also share any pronouns or characteristics e.g., him/her/they/bi-sexual/BAME/carers/ally etc...
5. Wait for 2 seconds.
6. Answer question 1: Have you experienced or seen discrimination, violence or bullying in your workplace? If you have and are willing, can you elaborate on the situation and how you would have wanted that situation to be handled? Please do not use any identifying characteristics or locations please (maximum of 60 seconds).
7. Wait for 2 seconds.
8. Answer question 2: How does a diverse advanced practice workforce benefit patient care? (Maximum of 30 seconds).
9. Wait for 2 seconds.
10. Answer question 3: What pledge are you going to make to promote inclusivity in your organisation? (Maximum of 15 seconds).
11. Wait 2 seconds then stop the recording.
12. Watch the recording and when you are happy with it, send the clip and attach a completed consent form (embedded above) to england.advancingpractice.sw@nhs.net. Please add 'Inclusivity Video' to the subject line and in the body of text please include your title, name, job role and any post-nominals as you wish to see them on the screen **before midday (12 noon) on the 9th October 2023**. If the file is too big then either use <https://wettransfer.com> to send us the link or contact us using the email address above.

