

Equity, Diversity & Inclusion

Nabeela Ahmed

BAOMS Council Member

Shared Portfolio for EDI with Carrie Newlands



Remit

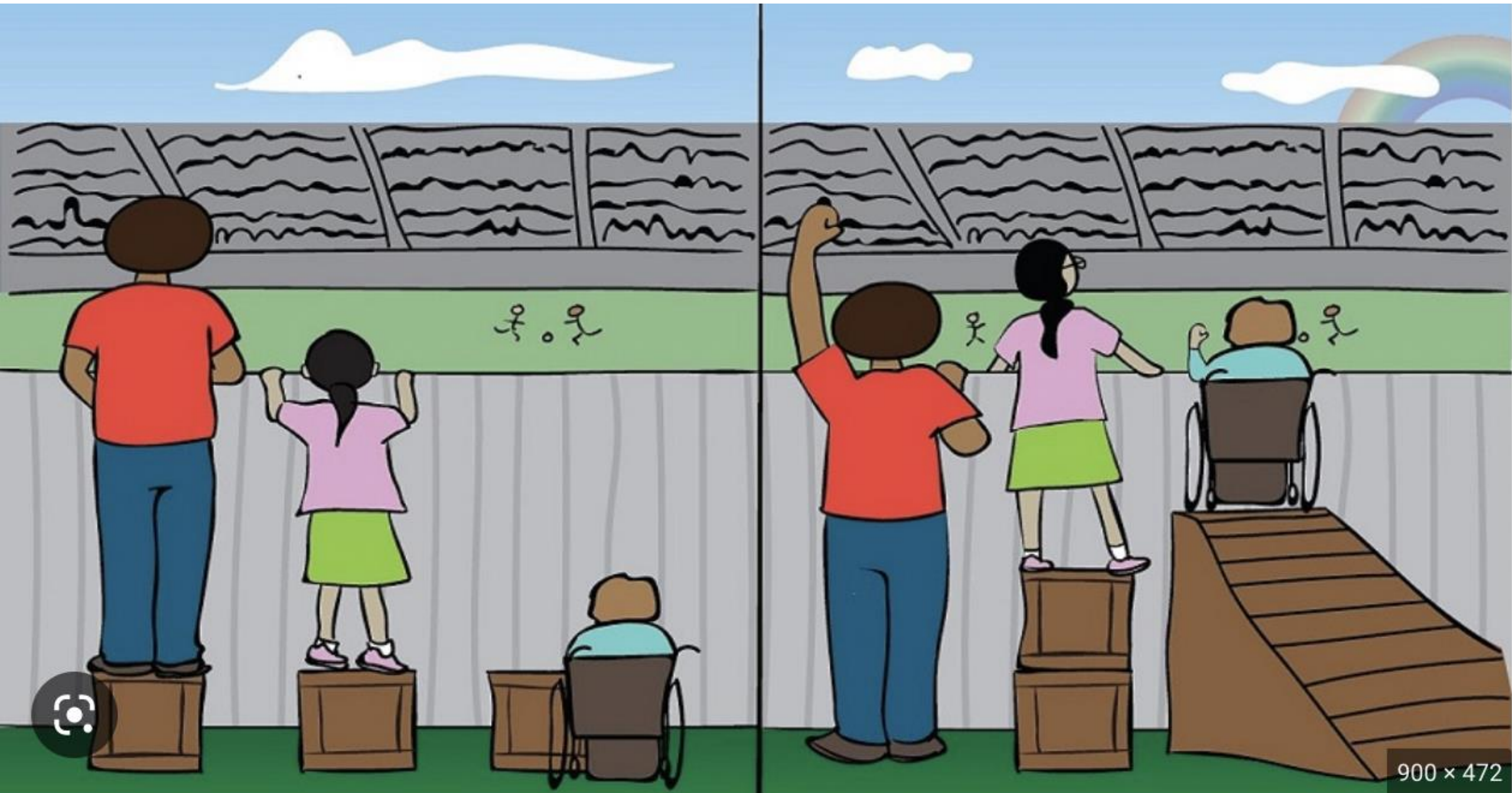
- EDI and the BAOMS policy
- MWRES reports
- The zero tolerance approach
- Update on Manels
- Update on our current work
 - Sexual misconduct in surgery
 - Increasing support and inclusion of SAS grades in BAOMS
 - Promoting EDI values and transparency of processes across committees we engage with

My role as an EDI Champion

- Highlight the issues of EDI in OMFS/BAOMS
- Promote need for change
- Help tackle ingrained behaviours
- Change the narrative from 'must we?' to 'we have and should'
- Liaise with BAOMS media team to post relevant material on social media and issue position statements

Equality Act 2010

- It covers discrimination on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and/or belief, sex or sexual orientation.
- Does not cover issues with neurodiversity.



BAOMS EDI Strategy

BRITISH ASSOCIATION OF ORAL AND MAXILLOFACIAL SURGEONS

ETHNICITY, DIVERSITY AND INCLUSION (EDI) SUB COMMITTEE/ IMPLEMENTATION GROUP

BAOMS DIVERSITY AND INCLUSION STRATEGY JUNE 2021

✂

Foreword

As an Association, BAOMS profoundly respects, values and promotes diversity and inclusiveness among all the individuals and groups, professionals and volunteers, and also the corporate bodies and other charities with whom we interact, collaborate, and partner.

For OMFS to have a strong future we must recruit, support, and promote talented, diverse surgeons who create a work environment that embraces and celebrates diversity, promotes inclusiveness, and treats all with dignity and respect.

We will aim to promote inclusiveness, diversity and equity as we deliver our charitable objectives to promote the advancement of education research and the development of Oral and Maxillofacial Surgery and Oral Surgery in the British Isles and to encourage and assist postgraduate education study and research in Oral and Maxillofacial Surgery and Oral Surgery.

The specialty of oral and maxillofacial surgery is the natural bridge between the two professions of dentistry and medicine, in a unique position to appreciate the value of inclusion, equity and diversity.

Within our specialty's broad family we are fortunate to include permanent and temporary staff, trainees and trainers, dentist and doctors, associated dental and medical professions, patients and carers, specialists from

Our data supporting the Medical Workforce Race Equality Standard in England

Introduction

The Medical Workforce Race Equality Standard (MWRES), led by NHS England, is an important step in measuring and driving fairness in medicine. It complements how equality is already being measured for all health workers in England through the Workforce Race Equality Standard (2015).

We're pleased to contribute to this critical work. This paper sets out the 2019 data we're providing for the 2020 MWRES, in three areas:

- Revalidation recommendations
- Postgraduate training
- Fitness to practise complaints

Medical Workforce Race Equality Standard ACTION PLAN 2022-23

The First Five

Professor Partha Kar &
Professor Anton Emmanuel



MWRES Report 2015 and 2022

- The [NHS Equality and Diversity Council](#) announced on 31 July 2014 that it had agreed action to ensure employees from black and minority ethnic (BME) backgrounds have equal access to career opportunities and receive fair treatment in the workplace.
- Bullying and harassment of doctors are more if you come from an ethnic minority (MWRES Indicator 6)

MWRES indicator 6

Percentage of doctors experiencing harassment, bullying or abuse from staff in last 12 months

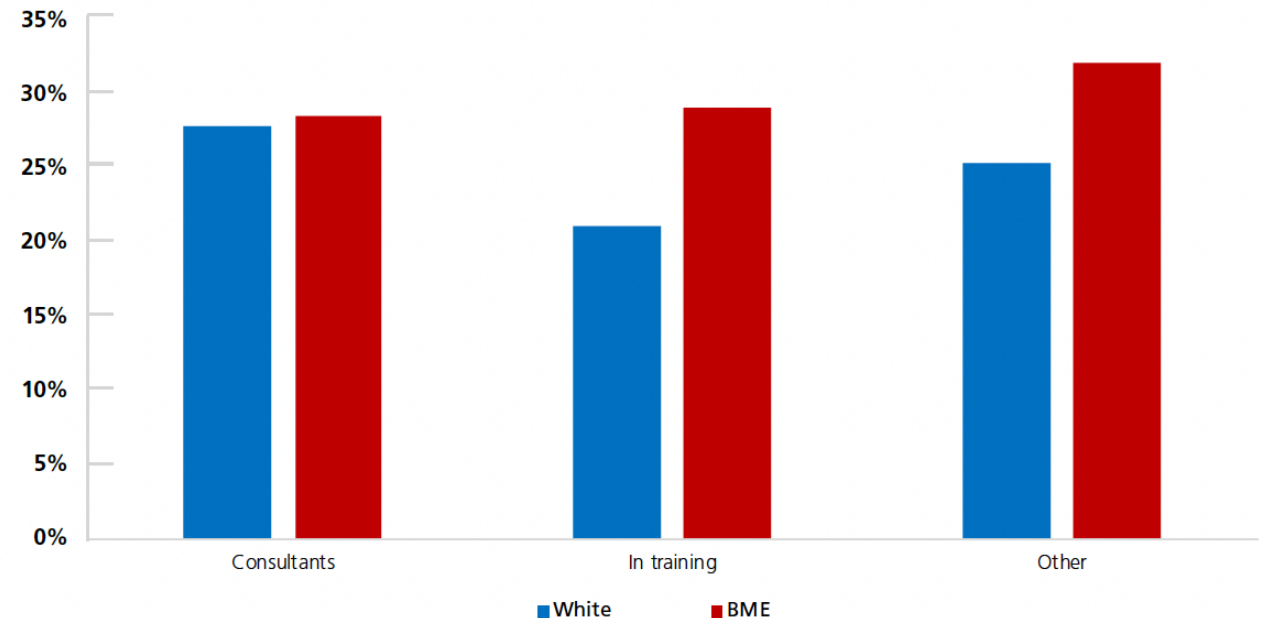
Headlines

- For all grades, BME doctors are more likely to have experienced harassment, bullying or abuse from staff in last 12 months.
- The widest disparities are seen in doctors in training and specialty or staff grade doctors.

Implications

- Develop a written policy on reporting, dealing with bullying and harassment at work and communicate the policy and procedure to staff (as per the RCN Bullying and Harassment Advice Guide)
- Development of civility and respect toolkit as per the People Plan

Figure 6: Percentage of doctors experiencing harassment, bullying or abuse from staff in last 12 months



MWRES indicator 8

In the last 12 months have you personally experienced discrimination at work from a manager, team leader or other colleagues?

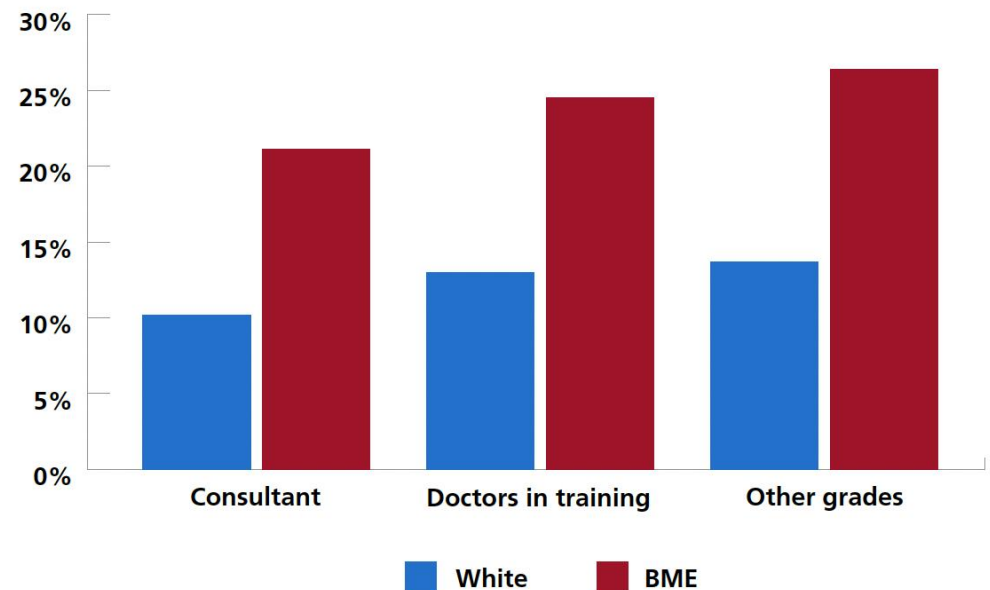
Headlines

- For all grades, BME doctors are almost twice as likely as white doctors to have personally experienced discrimination at work from a manager, team leader or other colleagues.
- For both BME and white doctors, specialty and staff grade doctors experienced the highest levels of discrimination.

Implications

- Trusts need to be proactive and preventative in tackling discrimination rather than responding to individual concerns or grievances.
- The NHS People Plan emphasises the need for organisation to develop system-level models of recruitment and retention; accordingly there should be focus on how to improve the way appraisals, feedback from interviews and performance assessments are undertaken.

Figure 8: In the last 12 months have you personally experienced discrimination at work from a manager, team leader or other colleague



Women in specialty training: Challenges, decisions, or opportunities?



David Westgarth

Editor, *BDI in Practice*

register, that changes. That register shows there are 25% fewer women than men.¹

What is it about specialty training that dissuades women from taking it up? What

Key points

- Female uptake of surgical specialty low – why?
- Do women face more hurdles completing specialty training?

Sexual Misconduct in Surgery

- Work undertaken by Carrie Newlands/Women In Surgery
- Set up a group called Working Party for Sexual Misconduct in Surgery

Why the need?

- #metoo, in so many areas, entertainment, Hollywood, politics.....
- Areas with power mismatch and under representation of women.
- Surgery - 14 % of consultants in the UK are women.
- Under-represented in positions authority in surgery.
- 68% Med Students Trainees 33% to Surgical Consultants 14%
- Do we know how many women have not entered, or have left a surgical career as a result of SMS?

“Everyone is dismayed, sorry or angry but no-one is shocked”

WE ALL know who these people are.....

HERE IS A LINK TO THE SURVEY FOR THOSE FROM THE CURRENT OR FORMER SURGICAL WORKFORCE TO SHARE THEIR VIEWS OR EXPERIENCES OF SEXUAL MISCONDUCT



The Lost tribe

- Scoping session with recent SAS grade representatives
- Strong feeling of lack of inclusion within departments (and within BAOMS)
- Feeling of not belonging with either BAOS or BAOMS
- Representation on BAOMS Council



Promoting EDI and transparency of process

- Reducing unconscious bias
- Big strategy to make this a process for recruitment



Gender representation amongst editorials boards in United Kingdom surgical specialty journals

[Alexander B Davies De Mugica](#)   • [Samuel Reeves](#) • [Nuha Yassin](#) • [Deborah Eastwood](#) • [Peter A Brennan](#)

Published: October 13, 2022 • DOI: <https://doi.org/10.1016/j.bjoms.2022.10.003>

SHORT COMMUNICATION | [VOLUME 60, ISSUE 5, P658-660, JUNE 01, 2022](#)

Gender representation within editorial leadership positions of oral and maxillofacial journals

[Samuel Reeves](#)   • [Wee Lee Loke](#) • [Peter A. Brennan](#)

Published: November 22, 2021 • DOI: <https://doi.org/10.1016/j.bjoms.2021.11.011>

The Manel Issue – EACMFS 2022 were contacted about the gender disparity of key note speakers

They have agreed to increase by 5% after discussion at AGM

ENTUK and Women in ENT (WENTS) have issued a position statement on manels – and started creation of a ‘speaker’ bank



What should
we do next

