

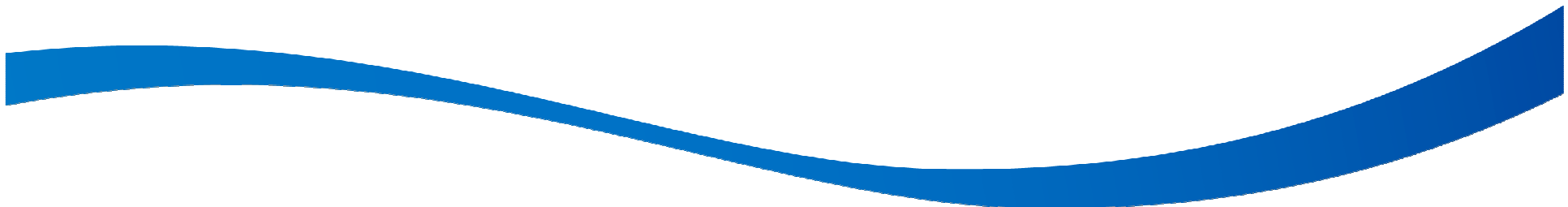


Blood and Transplant

Diversity Lead Nurse-ODT

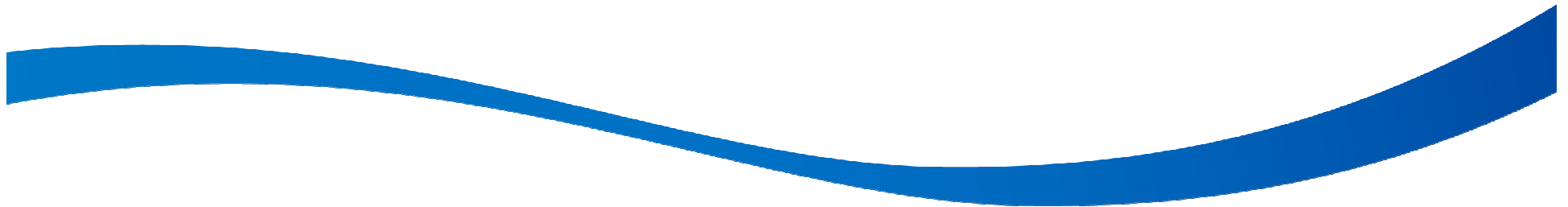
Specialist Nurse Organ Donation & Transplantation

Angela Ditchfield



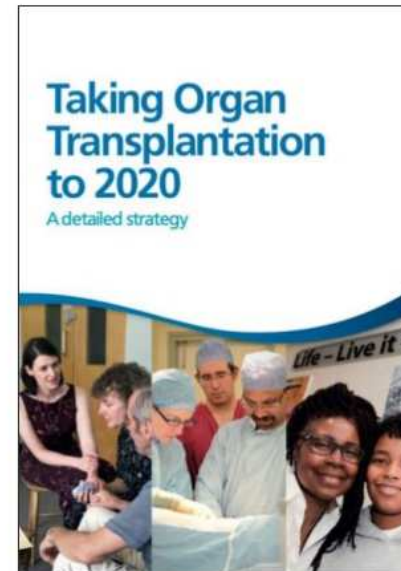
Background:

- SNOD
- North West Team
- Blackburn Lancashire
- New role commenced April 2017



Objectives

- Two areas of focus
- Recruitment – Increasing diversity in the workforce
- Increasing consent rates amongst people from Black and Asian communities



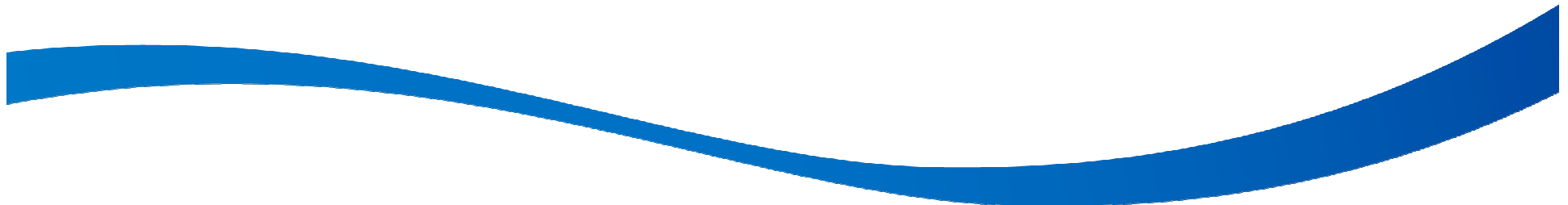
Increasing Diversity in the Workforce

- Shared Learning with external organisations
- Rapid Improvement Event
- Current Recruitment process
- Pre application taster days
- Careers events/social media
- Research project to find out why Black & Asian nurses are not attracted to the SNOD role?



Increasing consent rates

- Review of KPI data Identifying team with highest potential working together to establish their needs
- Diversity Leads / Newsletter
- Working with the Education Team
- Providing Cultural Awareness training for all the SNOD teams
- Developing a standardised training tool for the national chaplaincy teams



- Engaging with external staff working on the ITUs & EDs
- Working through the Faith Action Plan
- Planning a National Inter Faith Advisory board
- Building on relationships with organisations e.g.. Inter Faith Network
- Case studies from 3 teams
- Interpreter services? How can we improve working relationships?



Any Questions?

Thank you

