# The work and career experiences of BAME doctors in the NHS England.

# Abstract

NHS England has shown increased concern about ethnic and racial inequalities in recent years and has commissioned its own major research and action plan, the Work Race Equality Standard (WRES, 2015). Studies suggest Black and Minority Ethnic (BME) employees’ experiences racism, exclusion and discrimination, in their work and career (Stevenson and Rao, 2014, WRES, 2016). NHS England began implementing WRES in 2014 to ensure that employees from black and minority ethnic (BME) backgrounds have equal access to career opportunities and receive fair treatment in the workplace.

NHS England is relying only on the statistical data about the experiences of their medical staff in terms of bullying, harassment, abuse or discrimination. WRES Report 2015, 2016, 2017, and, 2018, provide statistical data about the work and career experiences of all medical staff and non-medical staff. It is important to gain an in-depth understanding of the experiences of the BME individuals behind the data and to examine the reasons behind the figures.

This study focuses on the work and career experiences of Black Asian Minority Ethnic (BAME) doctors in NHS England. The aim of this research is to investigate the role of ethnicity on the work and career experiences of BAME doctors in NHS England.

The researcher will deploy in-depth qualitative interviews using the Biographical Narrative Interpretive Method to elicit data. The researcher is aiming to conduct forty interviews and there is sub-sampling; UK-qualified and non-UK qualified, junior doctors in speciality training, and, consultants. This research also involves key-informant interviews, for example, BMA, Health Education England, Royal Colleges of Physicians, and, the NHS Employer. This research will be data-driven and will be using an interpretive thematic approach to analyse data.

This study will contribute to the extant debate on the inequalities in NHS England by an in-depth exploration of the role of ethnicity on the work and career experiences of BAME doctors. It will be among very few studies that will shed light on the work and career experiences of BAME doctors in the NHS England.

# **References:**

NHS Workforce Race Equality Standards (2016) Available at: <https://www.england.nhs.uk/wpcontent/uploads/2017/03/workforce-race-equality-standard-data-report-2016.pdf>. Accessed (15/07/2017)

NHS Workforce Race Equality Standards (2015) Available at: <https://www.england.nhs.uk/wp-content/uploads/2014/10/WRES-Data-Analysis-Report.pdf> Accessed (18/07/2017)

NHS Workforce Race Equality Standards (2017) Available at: <https://www.england.nhs.uk/wp-content/uploads/2017/12/workforce-race-equality-standard-wres-data-report-2017-v2.pdf> Accessed (22/05/2018)

NHS Workforce Race Equality Standards (2018) Available at: <https://www.england.nhs.uk/wp-content/uploads/2018/12/wres-2018-report-v1.pdf> Accessed (10/04/2019)

Stevenson J, Rao M. (2014) ‘Explaining levels of wellbeing in BME populations in England. University of East London’ (<http://www.leadershipacademy.nhs.uk/wp-content/uploads/2014/07/Explaining-levels-of-wellbeing-in-BME-populations-in-England-FINAL-18-July-14.pdf>) Accessed (03/11/2017)

Author’s Autobiographical note:

My name is Salma Baz, I am a Post Graduate Research student at University of Leicester. I am also a Graduate Teaching Assistant in the Work and Employment Division, University of Leicester. My supervisors are Professor Peter Nolan and Associate Professor Paul Brook. I am doing research with NHS and waiting for ethical approval.

My contact Email is [sb789@le.ac.uk](mailto:sb789@le.ac.uk)