

Reducing Health Inequalities in Manchester: Developing Clinical Champions through an Action Learning Programme

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NHS Leadership to reduce health inequalities

National

- Clinical leadership central to NHS improvement
- White paper – clinical leadership/engagement fundamental
- Developing clinical leaders rather than followers is critical in times of increasing resource pressures in the NHS

Regional/Local

- Flagship North West Clinical Leadership Network
- Manchester Joint Strategic Needs Assessment identified high levels of health inequalities
- Manchester Health Inequalities Strategy



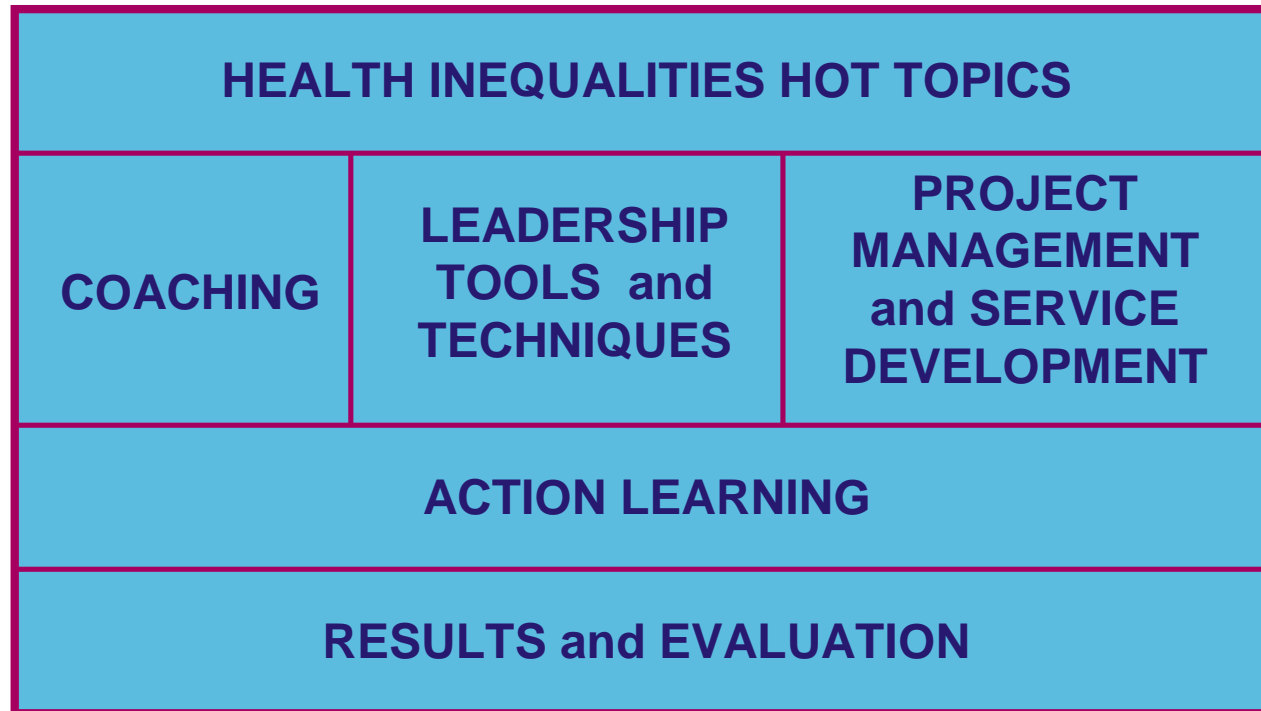
Health Inequalities Action Learning Programme

Developed from:

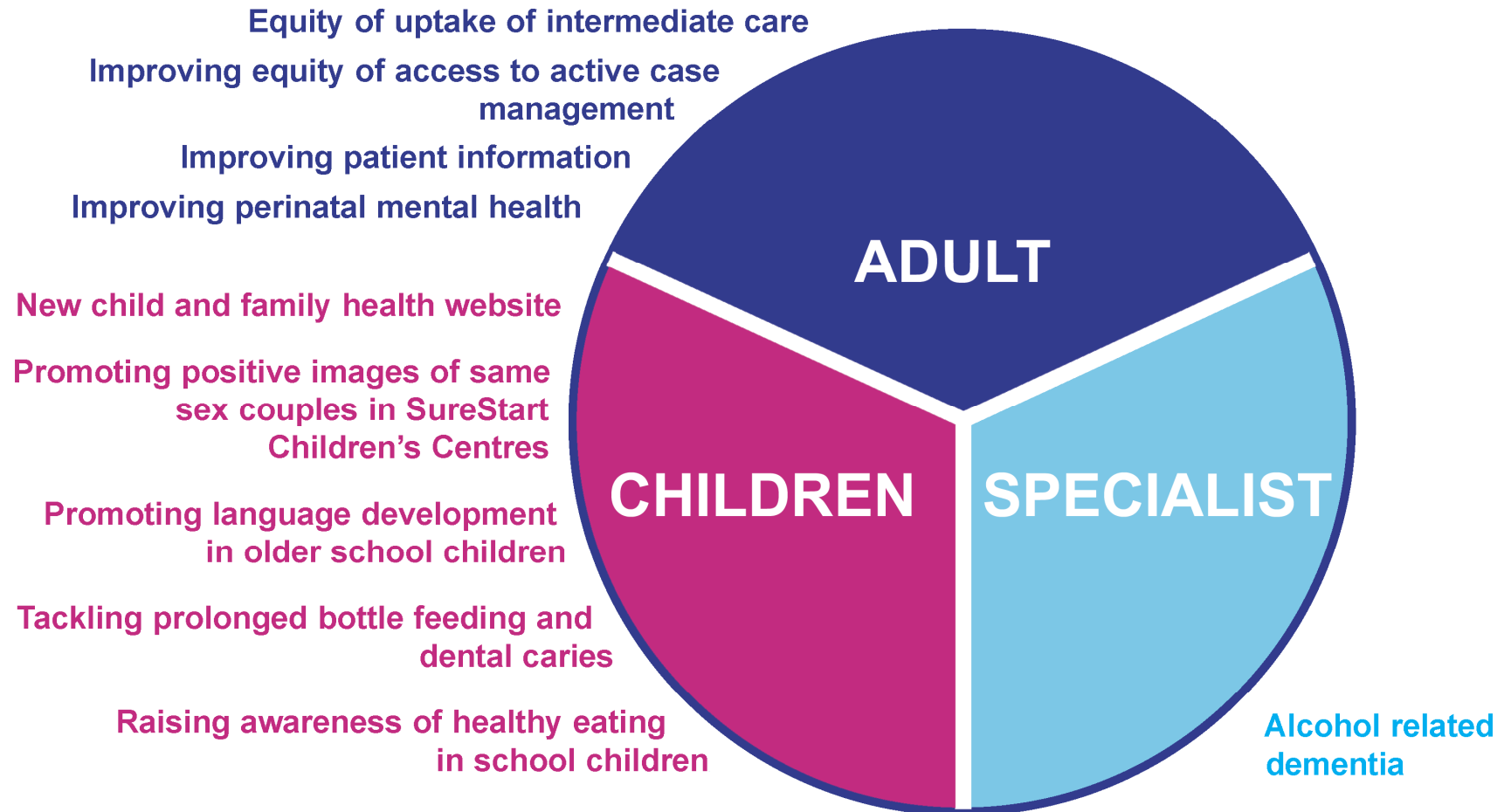
- The aim of NHS Manchester Public Health Directorate to develop health inequalities clinical champions
- The development of a Health Inequalities Strategy for NHS Manchester (identified as an exemplar of best practice by the Health Inequalities National Support Team)
- An in-house clinical governance audit had identified gaps in some community services' response to health inequalities



An innovative combined approach

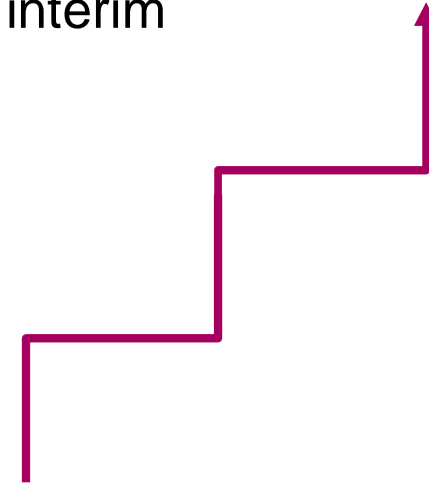


Service outcomes/impacts of projects



Evaluation

1. **All round professional and personal development**
Participants shifted from seeing this as being a health inequalities project based to identifying that it had developed them on many levels
2. **Action learning a key programme success factor**
Benefits of action learning not apparent to all at interim point but well identified by the programme end
3. **Time well spent**
Considered valuable and an excellent learning and development opportunity
4. **Real outcomes & change**
Sense of creating real and lasting change for both clinical leadership and health inequalities



My own key learning

- Recognising participants anxieties about becoming a 'champion'
- Clinicians may require support to take time-out from clinical practice for learning and development activities
- It may take some time for individuals to recognise their own learning and development progress, and for this to become embedded in practice
- Programme has been a key stepping stone to broaden understanding of the different elements that community services can deliver in addressing health inequalities



And finally, some comments from the participants....

*now use skills
learned within
my team*

*raised
team
awareness
and
priorities*

*made me take
action on an area I
had been avoiding*

*broadened
my thinking*

*something that
will influence me
for years to come*

*support from
learning set
colleagues
invaluable*

*manager pleased
with my leadership
style changes*

*gives view of
wider health
issues*



Key messages and benefits of programme



Thank you

Any questions?

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