

FUTURE-FOCUSED FINANCE IS ABOUT
MAKING PEOPLE COUNT
BY CONNECTING AND DEVELOPING ALL NHS PROFESSIONALS

Edward John
Programme Lead for Future-Focused Finance
Director of Operational Finance at Frimley
Health NHS FT

HFMA South Central

Diversity & Inclusion Workshop

Edward John

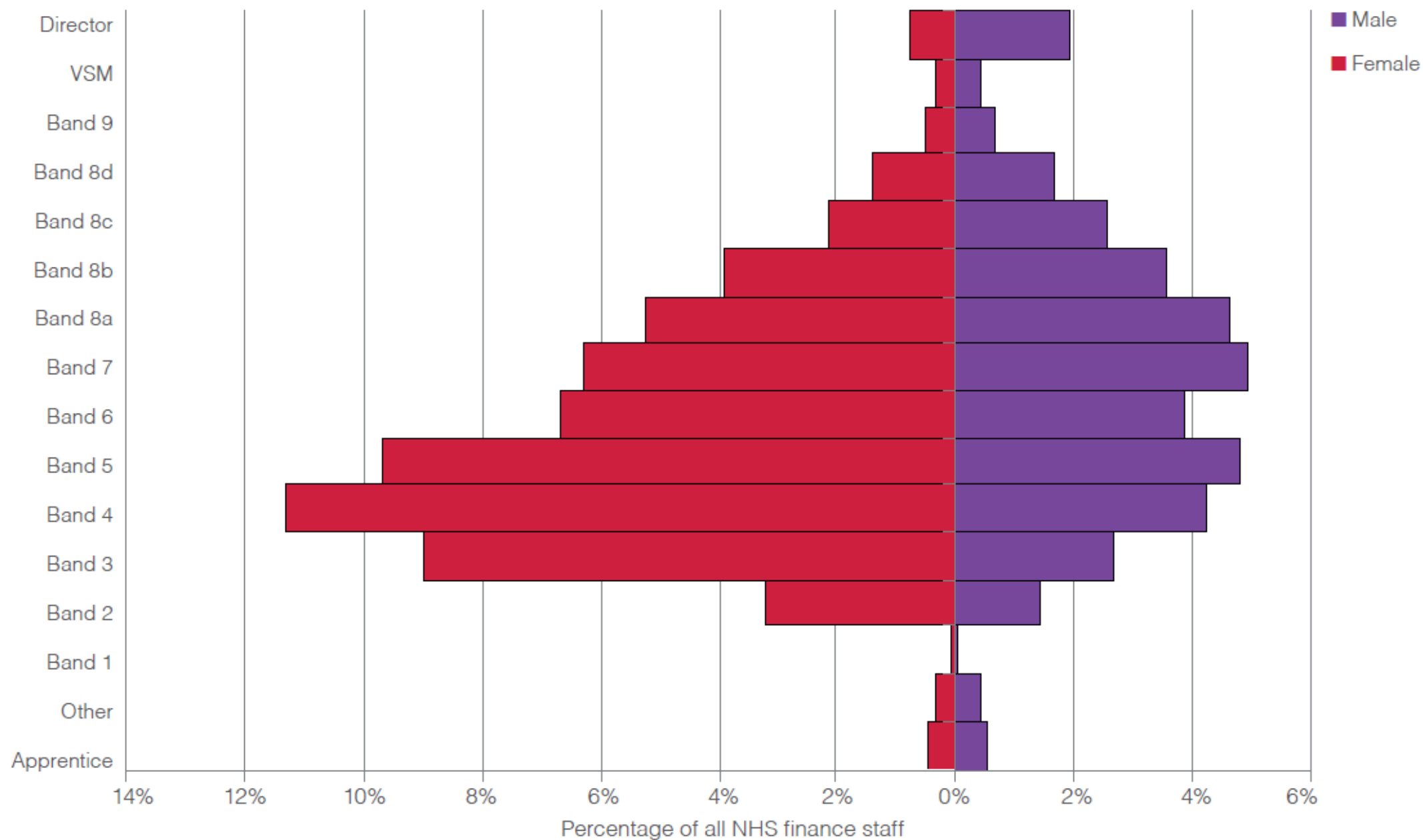
Programme Lead for Future-Focused Finance

Director of Operational Finance at Frimley

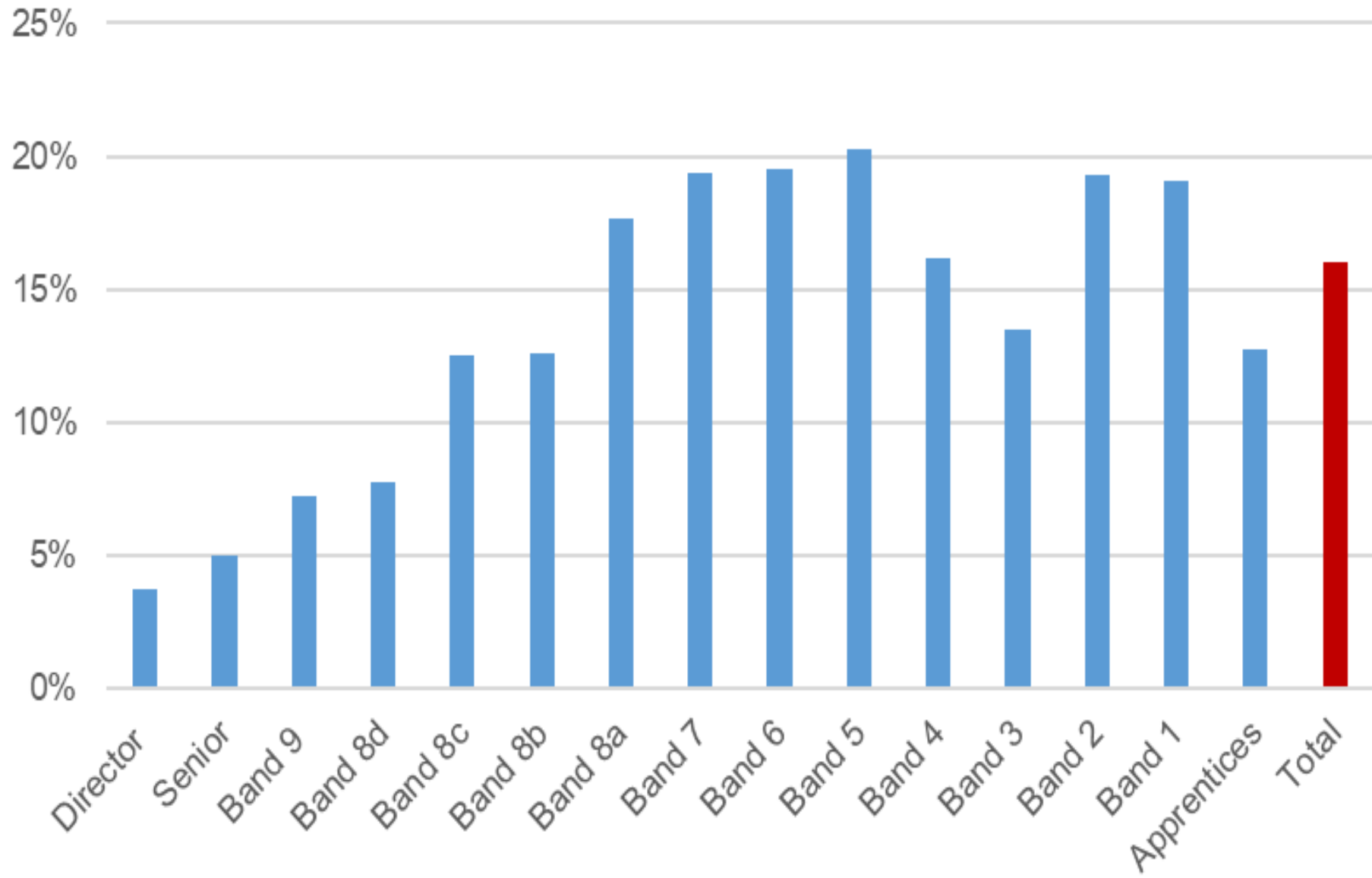
Health NHS FT



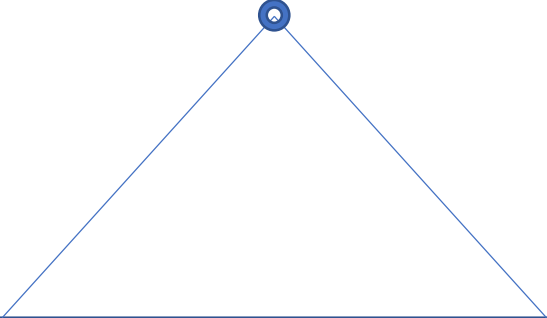
Chart 6: NHS finance staff by gender at each pay grade



% of NHS finance employees that are BAME, by AFC band



What is the Aim?

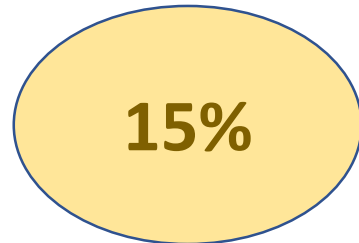


***‘To provide a Finance function
that reflects the population we
serve, at every level’***

Why?

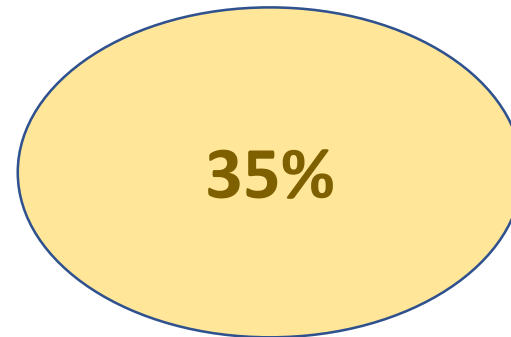
Diversity's dividend

What's the likelihood that companies in the top quartile for diversity financially outperform those in the bottom quartile?¹



more likely
to outperform

**Gender-diverse
companies**



more likely
to outperform

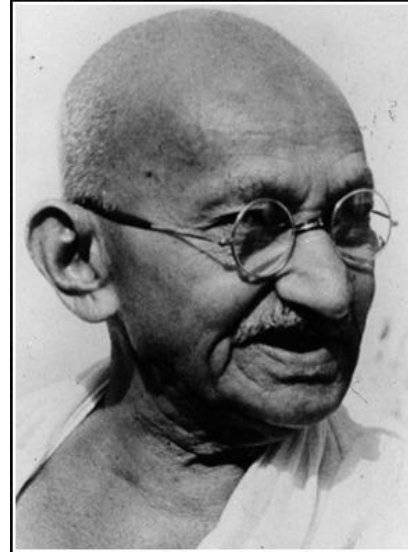
**Ethnically diverse
companies**

¹Results show likelihood of financial performance above the national industry median. Analysis is based on composite data for all countries in the data set. Results vary by individual country.

Source: McKinsey analysis

What are you doing?

- Recruitment
- Accountability
- Networks and communication
- Sponsorship
- Reverse Mentoring
- Challenging behaviours
- Flexible working
- **INCLUSIVE**



"Be the change you want to see in the world"...and, if you can't be that change, then either get out of the way of the person who wants to be that change or support the individual with your financial resources.

— Mahatma Gandhi —

AZ QUOTES

What are you doing?

- Recruitment
- Accountability
- Networks and communication
- Sponsorship
- Reverse Mentoring
- Challenging behaviours
- Flexible working
- **INCLUSIVE**

Diverse candidates

- Adverts
- Advertising channels
- Sponsorship
- Quotas for interviews

Diverse Panel

- Set up a diverse interview 'bank'
- Recruitment charter for candidates
- Independent panel member

What are you doing?

- Recruitment
- **Self Accountability**
- Networks and communication
- Sponsorship
- Reverse Mentoring
- Challenging behaviours
- Flexible working
- **INCLUSIVE**

Statistics known and tracked

Item on internal meetings

Accreditation

What are you doing?

- Recruitment
- Accountability
- **Networks and communication**
- Sponsorship
- Reverse Mentoring
- Challenging behaviours
- Flexible working
- **INCLUSIVE**

Future Focussed Finance

Finance Staff Development
Network

Equalities lead

Collateral ie stuff – videos,
newsletters etc

What are you doing?

- Recruitment
- Accountability
- Networks and communication
- Sponsorship
- Reverse Mentoring
- Challenging behaviours
- Flexible working
- **INCLUSIVE**

What are you doing?

- Recruitment
- Accountability
- Networks and communication
- Sponsorship
- Reverse Mentoring
- Challenging behaviours
- Flexible working
- INCLUSIVE

Practice v theory

Use of technology

Embed in policies and apply fairly

Attitude and mature approach

What are you doing?

- Recruitment
- Accountability
- Networks and communication
- Sponsorship
- Reverse Mentoring
- Challenging behaviours
- Flexible working
- **INCLUSIVE**

Staff briefings / events

Cultural / religious occasions

Flexible working

Leadership culture

What can you be doing? Discuss

- Recruitment: application process
- Recruitment: selection process
- Development inc sponsorship
- Flexible working
- **Creating an inclusive culture**



Be a part of the narrative

- Development Programme for Band 7-8b
- Sign up to sponsorship
- Celebration event



**BREAKING DIVERSITY BARRIERS
DEVELOPMENT PROGRAMME**

For NHS Finance Staff from
under-represented groups

APPLICATIONS NOW OPEN

**DEADLINE TO APPLY
FRIDAY 4 OCTOBER 2019!**



**CELEBRATING DIVERSITY
IN NHS FINANCE 2019**

The China Exchange, London
Thursday 7 November 10:00 - 15:30

A day of immersive entertainment and workshops
Live theatre, best practice sharing, networking

Key note from Paris Lees - journalist for Vogue and The Guardian,
TV personality and transgender activist!

**BOOK YOUR
FREE PLACE** → bit.ly/2Zl0xjs

Questions

