

FOR HEALTHCARE LEADERS

HSJ

TOP 50

BLACK, ASIAN AND MINORITY ETHNIC POWER LIST

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FOREWORDS

Celebrating those who are influencing change

Seeing people who look like you in senior and influential positions encourages you and others to strive for similar roles; it gives the belief that it is possible to get there. While the NHS is making some strides on increasing Black, Asian and Minority Ethnic (BAME) representation at leadership levels across organisations, there is more to do.

In many NHS organisations across the country, there are few people from BAME backgrounds in influential positions, and yet we know that the NHS is at its best when its workforce, leadership and decision making has diversity of representation and thought at its heart.

It is right and timely that during the most challenging year for our NHS, and the most challenging year for BAME staff working in the NHS, we recognise those BAME people in healthcare who are making a positive impact in their area of work, and who are likely to do so in the coming year.

We are delighted to partner with *HSJ* in bringing together and publishing the BAME 50 Powerlist, judged by an esteemed panel. The nature of the list means that there will inevitably be people doing excellent work in their field that do not appear here.

My aspiration is that, going forward, the pool of people to select from will increase and the long list of influential BAME people working in the NHS will become longer as each year progresses. Why? Because the case for workforce race equality is a powerful one.

We now know from WRES data analyses that not improving on this agenda is likely to have detrimental impact on patient outcomes, staff engagement and organisational efficiency.

That is why it is important for NHS organisations to improve on their performance on this agenda, and for those that are doing well and influencing change to be celebrated.

Achieving race equality and inclusion at all levels is challenging – there is no doubt about that. But whilst we may be humbled by the task before us, we are also firm in the belief that together we can, and must, make a lasting difference on this agenda.

We all have a role to play in turning the dream into reality, and in narrowing the gap between the promise of our ideals and the reality of our time, so that all staff have the opportunities and experiences that they deserve, and the NHS can deliver the very highest quality of compassionate care.

Dr Habib Naqvi is incoming director of the NHS Race and Health Observatory

‘While we may be humbled by the task before us, we are firm in the belief that together we can, and must, make a lasting difference on this agenda’

Women, medics and rebels aplenty in HSJ’s first BAME healthcare power list

Welcome to *HSJ*’s first top 50 of the most influential BAME figures in the English health world.

It is important to understand what this ‘power list’ is trying to reflect and what it is not.

Judges were asked to identify those BAME individuals who they thought would exercise the greatest power and influence in the English NHS and the country’s wider health policy world over the 12 months running from July 2020 to June 2021.

They were not asked to make a judgement on whether those individuals would use that influence for good or ill. They were not asked to assess whether power was used to benefit other BAME people.

Judges were also instructed not to try to make the top 50 ‘representative’ or ‘fair’ in any way, other than that it was a true reflection of the ‘power’ the person wielded. There was no attempt, for example, to make sure the list contained a “fair” balance between genders, professional disciplines, or ethnicities.

The judges were chosen for the knowledge of and interest in how power works in the NHS.

The top 50 is a ranking of power – no more and no less. It will inspire and depress. It may prove a cause for celebration that so many senior posts are filled by BAME figures; it may equally provide further ammunition for the fight to improve the NHS’s poor record on BAME representation at the highest levels. So, what does our BAME top 50 tell us?

Compared to *HSJ*’s long-running HSJ100, women are much better represented – occupying 24 of the 50 positions.

In terms of ethnicity too, there was a relatively even split between those with African and African-Caribbean backgrounds and those of Asian ethnicity.

But one group stands out as particularly dominant.

There are 21 doctors in the top 50. This accounts for a much higher proportion than in, for example, the HSJ100.

However, looking deeper we can see that 17 out of the 21 medics are of Asian ethnicity, 18 if you count Armenia. It will surprise few to see that Asian doctors represent a sizeable power block in the NHS, but its dominance is still striking.

Perhaps the other standout finding is how many of the top 50 work in roles which – at least in part – involving lobbying for an improvement in the lot of BAME staff and, to a lesser degree, patients. A reminder perhaps that many BAME leaders are still in an insurgent rather than an establishment role.

Our thanks both to our judges and NHS England for supporting the creation of the top 50. We hope you find it interesting and would be grateful for your reflections.

Alastair McLellan, editor, *HSJ*

‘The top 50 may prove cause for celebration or provide ammunition for the fight to improve BAME representation at the highest levels’

The top 50 list is presented in alphabetical order by surname



DR KAMRAN ABBASI
Executive editor for
content, BMJ

Dr Abbasi, who studied medicine at Leeds University, spent five years working in hospital medicine before moving into medical journalism. He is currently the executive editor for content at the *BMJ*, where he has developed the international editions and pioneered themed issues.

Dr Abbasi has written extensively on key issues around covid, including the lack of personal protective equipment for frontline staff and the UK's

preparedness for the pandemic.

He is a former acting editor and deputy editor at the *BMJ* and edits the *Journal of the Royal Society of Medicine*. He founded BMJ Learning, an online resource, has acted as a consultant for the World Health Organisation, and is an honorary visiting professor at Imperial College's department of primary care and public health.



**LORD VICTOR
ADEBAWALE** Chair,
NHS Confederation

Lord Adebawale's appointment as chair of the NHS Confederation this year crowned a long history of involvement in healthcare, especially mental health.

Both his parents worked in the NHS and much of his early career was spent in housing associations. In 2001 he joined Turning Point as chief executive. Turning Point both campaigns on behalf of those with social care needs and provides services to those with drug and alcohol misuse issues, mental health problems and learning disabilities.

He has sat on taskforces advising governments on mental health, learning disability and the role of the voluntary sector, as well as broader issues such as housing.

Lord Adebawale was one of the first people's peers, sitting as a cross-bencher. He is a visiting professor and chancellor at Lincoln University, and a former non-executive director of NHS England.



DR SHAHED AHMAD
National clinical director
for cardiovascular disease

Dr Ahmad has played an influential role in the development of CVD prevention policies and has a longstanding interest in public health issues, as well as leadership development.

With the need for prevention and early intervention in the NHS's long term plan, his role is likely to grow in importance and chimes with Sir Simon Stevens' own interests in improving health to reduce the burden on the NHS. He is also medical director for NHS England south central where he is

the accountable officer for over 3,000 GPs. He has been involved in primary care management since 2002, when he first took on a director role in a primary care trust.

He used evidence-based programmes to reduce mortality and improve life expectancy in two deprived areas of London and led for London on the rollout of vascular risk assessment. He is also on the expert scientific and clinical advisory panel for the NHS Healthcheck.



NADRA AHMED
Chair, the National
Care Association

The fate of the NHS is bound up with what happens in social care: Ms Ahmed has been involved in social care for more than 35 years and has been an effective voice for the sector, especially around the immigration proposals which could restrict the flow of overseas workers into care homes.

Ms Ahmed, who used to be the registered manager of two homes for older people, was the vice chair of Skills for Care for 11 years and was awarded an OBE for her services to social care.

She is now co-convenor of the Cavendish Coalition, which brings together health and social care organisations on workforce issues, providing a shared voice to influence and lobby national policy. It sees a domestic and international pipeline of professionals and trainees in both health and social care as crucial to providing high quality services.

She has been vocal for the sector and is passionate about levelling up the care workforce – an issue which has been prominent during covid.



DR ROSENA ALLIN-KHAN
Shadow health minister
and hospital doctor

Tooting MP Dr Allin-Khan is shadow minister for mental health and came second in this year's Labour deputy leadership campaign. She has worked 12 hour shifts in A&E during the covid crisis, which has given her interventions in Parliament an added nuance and authenticity.

She has called for more mental health support for NHS staff during the pandemic, emphasising the pressures put on them by the workload, a lack of PPE and the emotional stress of seeing so many

patients die. She has also been critical of the late lockdown and slow build-up of testing in the UK – causing health and social care secretary Matt Hancock to criticise her "tone" in the House of Commons.

She has only been in Parliament four years – she was selected for Sadiq Khan's seat when he was elected as London Mayor – and is still in her early 40s. With the NHS a key political battleground, she is likely to become more influential over time.



SIVA ANANDACIVA
Chief analyst at
the King's Fund

The NHS needs big brains – and they don't come much bigger than Mr Anandaciva's. His work as chief analyst at the King's Fund may sound dry but his calm manner and ability to explain complex matters in simple terms makes him an ideal media performer. He is now regularly quoted in the nationals and appears on TV.

He led a team looking at NHS finances, workforce and informatics at NHS Providers before he moved to the King's Fund in 2017. Before that, he worked as

an analyst in the Department of Health, where he focused on medicines policy and urgent and emergency care.

Mr Anandaciva has also been a governor at Homerton University Foundation Trust.

His analysis is always incisive and he has an ability to take the long view on key issues and to see the bigger picture of the NHS's place in society.



DAME ELIZABETH ANIONWU Emeritus professor of nursing, University of West London

Dame Elizabeth may have retired in 2007 but her influence and involvement is as strong as ever.

She is a life patron of the Mary Seacole Trust, and served as vice-chair of the Mary Seacole statue appeal.

Dame Elizabeth continues to be actively involved in nursing issues and is viewed as inspirational by many much younger nurses.

She has had a distinguished career in nursing, with a focus on sickle cell anaemia and thalassemia,

creating the first specialist centre and increasing awareness of it among healthcare professionals.

She set up the Mary Seacole Centre for nursing practice at the University of West London, where she is emeritus professor of nursing, and has written a memoir of her life, *Mixed Blessings From a Cambridge Union*, which describes how she was brought up partly in care and found her father – a Nigerian diplomat – in her 20s. She was made a dame in 2017.



PROFESSOR JS BAMRAH Chair of BAPIO

Doctors of Indian origin have been crucial to the NHS for many years and now number over 50,000. BAPIO has given them both a voice and support – and Dr Bamrah has been at the heart of this. He has been particularly active during the covid pandemic, recognising the particular risk it poses to BAME people and NHS staff, and is contributing to academic work on this.

Dr Bamrah is a consultant psychiatrist in Manchester and an honorary reader at the University

of Manchester. He has also developed a metabolic health-related app.

He is a past BMA and Royal College of Psychiatrists council member and a trustee of a number of charitable organisations. He holds visiting professorships in India and has worked on a project linking the NHS and West Bengal which aims to transform mental health nursing care at key institutes in Kolkata. In 2018 he was awarded a CBE for services to mental health, diversity and the NHS.



MILLIE BANERJEE Chair, NHS Blood and Transplant

Ms Banerjee has led NHS Blood and Transplant since 2017 and is also the independent chair of the NHS integrated care system in South West London.

She has spoken about the need to remove bias – both unconscious and otherwise – from NHS Blood and Transplant and to root out bullying and unacceptable behaviour, linking this to the need to attract diverse donors to meet the clinical demand and reduce inequalities.

She is a zoology graduate from University College

London and spent much of her working life in the private sector, specialising in project management in companies such as BT, where she spent 25 years in senior roles, ending up as director of BT products and services.

She is an experienced non-executive director, with appointments as varied as the Cabinet Office, Channel 4, the Prisons Board, Ofcom and Barts Health. She was appointed a CBE in 2002 for her work supporting civil service reform.



DR SONJI CLARKE Consultant obstetrician, Guy's and St Thomas'

Dr Clarke has been described as a role model for providing compassionate care and has inspired medical students from disadvantaged backgrounds, as well as influencing many other obstetricians.

London-based Dr Clarke has an interest in high risk obstetrics including neurological diseases in pregnancy and pregnancies with complex social factors. She has contributed to careers programmes in secondary schools and helped provide PHSE materials for younger children and their parents.

She is deputy head at the London School of Obstetrics and Gynaecology, which provides training for postgraduate doctors, and is an honorary senior lecturer at King's College London. She is concerned with the development of training strategy and improvement as well as the well-being of doctors in training within the specialty.

She is also an adviser to MedicalAidFilms, which uses innovative media to transform the health and wellbeing of women and children around the world.



YVONNE COGHILL Former WRES director

Ms Coghill is a powerhouse who has possibly done more than anyone to raise the issue of racial inequalities in the NHS.

As director of WRES since 2015, she oversaw the introduction of annual WRES reports and the use of common measures to allow trusts to see how they are doing on race equality. This has ensured race disparity issues are on board agendas nationally.

Ms Coghill trained as a nurse and went on to qualify in mental health nursing and health visiting,

before moving into a management role.

She was private secretary to Sir Nigel Crisp while he was chief executive of the NHS. She is currently a vice president of the RCN and was made a CBE in 2018 for commitment to equality and diversity in the NHS.

Recently retired, she was previously working with the London region on a rapid programme of support for BAME staff in response to the covid outbreak.



LORD ARA DARZI Non-executive director, NHS England

Lord Ara Darzi, an NHS England non-executive director, remains an influential figure in healthcare more than a decade after he stepped down as a health minister in the Labour government.

He leads the NHS's accelerated access collaborative, and has been particularly active on global health issues as co-director of the Institute of Global Health Innovation at Imperial College.

He has also retained clinical roles as the Paul Hamlyn chair of surgery at Imperial,

working at both Imperial College Hospital Trust and the Royal Marsden Foundation Trust. He sits as an independent in the House of Lords, after resigning as a Labour peer in 2019, and is a privy councillor.

Lord Darzi pioneered advanced robotics and image guidance in minimally invasive surgery: his work is credited with transforming surgical training. His influence on health policy has been immense and includes the creation of Darzi centres, which brought services under one roof.



DR VIN DIWAKAR
Regional medical
director, NHS London

Dr Diwakar has the massive job of leading London's medical community and delivering across a number of regional priorities. He and his team are the clinical leaders for urgent, integrated and emergency care; primary care; prevention and reducing inequalities; and improving cancer outcomes within NHS London.

As such, he will be at the heart of the capital's health services as they recover from the impact of covid but try to retain some of the new ways of

working and develop a case for the Nightingale Hospital. He was also influential in proposals for prevention and health inequalities in the NHS long-term plan.

A consultant general paediatrician by background, he has worked as medical director of Great Ormond Street Hospital for Children Foundation Trust. He has also worked in Birmingham and the West Midlands where he was medical director of Birmingham Children's Hospital.



**PROFESSOR JACQUELINE
DUNKLEY-BENT** Chief
midwifery officer, NHS England

Professor Dunkley-Bent is a nurse and midwife who became the first chief midwifery officer for England – and was part of the team that delivered Princess Charlotte.

Her influence may be felt over the next year as the NHS faces criticism from several inquiries into maternity failings and also tries to deliver its ambition of most women having continuity of care by 2021. She is national maternity safety champion for the Department of Health and Social Care and

has led and influenced national maternity standards and guidance – she has said she wants England to be the safest place in the world to be pregnant, give birth and transition into parenthood.

Professor Dunkley-Bent is also the visiting professor of midwifery at King's College London and London South Bank University, midwifery adviser for the Tommy's Charity national advisory board and for the Wellbeing Foundation Africa. She was awarded an OBE in 2017.



JACQUI DYER
Chair, Black Thrive

Ms Dyer co-founded and chairs Black Thrive, which takes a collective impact approach to improving the mental health and wellbeing of people of Caribbean and African descent, and is also president of the Mental Health Foundation. She is passionate about community empowerment.

Ms Dyer is mental health equalities champion for England and advises NHS England on mental health equalities. She is an independent health and social care consultant with a background in adult mental

health commissioning, as well as social work. She is a senior management board lived experience adviser for the Time to Change anti-stigma and discrimination campaign, bringing her experience as a mental health service user and carer to the fore. Her brother's experience of being unable to access appropriate psychological therapies has given her work an added passion.

Previously she helped to develop the Five Year Forward View for mental health.



DR NAVINA EVANS
Chief executive, Health
Education England

Dr Evans is taking over the helm as chief executive at Health Education England at a key time when it faces enormous challenges around workforce gaps and the impact of covid on international recruitment.

A consultant psychiatrist by background, she was appointed chief executive of East London Foundation Trust in 2016 after completing the aspiring chief executive programme.

She had worked at the trust for 25 years and said

it was the only job she wanted. During her time in charge the trust has continued to be rated outstanding.

Dr Evans is passionate about staff engagement and empowerment, and involving service users. She has been one of the top-ranking chief executives in the HSJ top 50 chief executives for several years.

She has been involved in the NHS People Plan and has been vocal on the need for the NHS to be a great place to work which values its staff.



**PROFESSOR KEVIN
FENTON** London regional
director of public health

Professor Kevin Fenton found himself in the limelight earlier this year when a review on the disparities in risks and outcomes in covid, which he led, was published without the responses from thousands of individuals and organisations.

This key section – which included many views that the difference in outcome was linked to discrimination and poorer life chances – was later published separately after a media and political storm.

Professor Fenton has had a career in public health

which has encompassed Jamaica, the USA and the UK. He was a senior lecturer on HIV and an honorary consultant epidemiologist at the Communicable Disease Surveillance Centre in the NHS, before being appointed director of the Health Protection Agency's HIV and sexually transmitted infections department. In 2012 he joined Public Health England to lead the health and wellbeing directorates with responsibility for a wide range of national programmes.



MARIE GABRIEL
Chair, NHS London
People Board

Ms Gabriel is chair of the Workforce Race Equality Standard advisory group and has recently been appointed the first chair of the NHS Race and Health Observatory.

She has well over a decade of experience at board level in the NHS, education and the voluntary sector. Until recently, she was chair of the "outstanding" East London Foundation Trust, stepping down this year after eight years, and also took on the role of chair of the troubled Norfolk and

Suffolk Foundation Trust, which she retains.

Now she chairs the NE London ICS, which is part of the wider East London Health and Care Partnership. She has said she wants the ICS to have a positive impact on healthcare and health outcomes, especially for the most vulnerable.

She has also been involved in community development, with trustee positions at Foundation for Future London, East London Business Alliance and the West Ham United Community Foundation.



MARTIN GRIFFITHS
NHS clinical director
for violence reduction

Mr Griffiths, a consultant trauma surgeon at the Royal London Hospital, was appointed the NHS's first clinical director for violence reduction last year.

As a lead surgeon at Barts Health Trust he has seen first-hand the impact of violence on the community, operating on young stabbing victims sometimes admitted still in their school uniforms.

He set up a pioneering violence reduction scheme which saw young patients being offered help by NHS

staff and case workers at charity St Giles Trust while they were still in hospital. This has led to a reduction in the number of young people returning to hospital with further injuries from 45 per cent to under 1 per cent. He also visits schools to lecture on the danger of carrying weapons.

Mr Griffiths, who treated one of the victims of the London Bridge terror attack in 2017, became a trauma surgeon after one of his relatives was stabbed to death while he was at medical school.



DR FARZANA HUSSAIN
Co-chair, PCN Network,
NHS Confederation

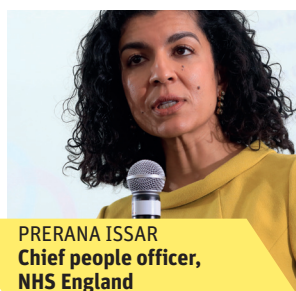
Dr Hussain, a GP in Newham, may be a familiar face to many people as she was one of the 12 NHS workers who played a critical role in the covid pandemic and were photographed by Rankin. The photo of her was then projected on to a giant screen at Piccadilly Circus and is on billboards and bus stops around the country.

But it is her work with PCNs which caught the eye of the judges. As well as being clinical director for Newham Central 1 PCN, she co-chairs the national

PCN network, which aims to be a strong national voice for PCNs and influence national policy.

She recently stepped down from the board of the National Association of Primary Care to concentrate on her role at the NHS Confederation. She was recognised as GP of the year at the 2019 General Practice Awards.

She is passionate about quality improvement and has said primary care should not just go back to normal post-covid.



PRERANA ISSAR
Chief people officer,
NHS England

Workforce is likely to be a key issue for the NHS as the covid pandemic eases. Ms Issar, who has developed the People Plan, is likely to be thrust more into the limelight as workforce moves centre stage and as some of the impact of covid on NHS staff becomes clearer.

During the pandemic she has urged trusts to adopt an inclusive, distributed leadership approach and has emphasised the importance of staff welfare – including free access to mental health support app

Headspace. She has pushed for better resourced and empowered staff networks and for BAME staff to be redeployed if their safety on the frontline was compromised.

Ms Issar joined the NHS as chief people officer in 2019, after a career which included 15 years at Unilever and six years working for the United Nations, first as chief human resources officer for the World Food Programme and then as director of public-private partnerships.



RAJ JAIN
Chief executive, Northern
Care Alliance Group

Mr Jain took up the chief executive role in 2019, having been deputy to long-serving head Sir David Dalton. He has also worked as chief executive of Liverpool Heart and Chest Hospital Foundation Trust and managing director of the Greater Manchester Academic Health Science Network.

As group chief executive he is responsible for Salford Royal Foundation Trust, widely recognised for its high standards, and Pennine Acute Hospitals Trust, which had had longstanding problems.

Mr Jain trained as an economist before moving into human resources and organisational development.

A decade ago, he warned the NHS has a “false sense of comfort” in that it had senior BAME staff – but these were nearly all doctors with little representation in other areas. He has pushed the importance of integration in the covid response, saying it enabled his organisations to build on trust, take risks and deliver benefits.



PROFESSOR LORD AJAY KAKKAR
Chair, UCL Partners

Lord Kakkar is professor of surgery at University College London, a consultant surgeon at University College London Hospitals Foundation Trust and chair of UCL Partners, the academic health science partnership.

He is also well known as a medical researcher, with interests in the prevention and treatment of venous thromboembolic diseases and the role of antithrombotic therapy in extending life in cancer patients. Since the start of this year, he has been

chair of the King's Fund. He has received numerous awards including Hunterian Professor at the Royal College of Surgeons, the David Paley Prize, and the Knoll William Harvey Prize. He was created a life peer in 2010 and sits on the crossbenches.

He is chair of the judicial appointments commission and has been active in promoting British business abroad, as UK business ambassador for healthcare and life sciences. He is also a mentor for the NHS Innovation Accelerator.



DR NIKITA KANANI
Medical director,
primary care, NHS England

Dr Kanani is a GP in south-east London in addition to her NHS England role which she took up last year after being promoted from deputy: she had previously been the chief clinical officer for Bexley Clinical Commissioning Group.

The development of PCNs is a key part of her role, and she sees them as combining the best of the old model of general practice with innovations, for example in technology. She was also appointed chair of the national review of access to general

practice. She has been vocal on issues around institutional sexism and the need for the NHS to protect BAME staff during the covid pandemic, as well as learning from Black Lives Matter.

She is a member of the King's Fund general advisory council and has an MSc in healthcare commissioning. With her sister Sheila, she founded STEMMsisters which supports young people to study science, technology, engineering, maths and science. She is an MBE.



JINJER KANDOLA Chief executive, Barnet, Enfield and Haringey MHT

Ms Kandola has led the trust since mid-2018 after moving from the Hertfordshire Partnership University Foundation Trust, where she was deputy chief executive.

In her time at BEHMHT its Care Quality Commission rating has moved from “requires improvement” to “good” and it is undergoing major changes, including a strategic alliance with Camden and Islington Foundation Trust that will include more joint working.

Ms Kandola is on the board of NHS Quest and of the London Procurement Partnership.

At Hertfordshire she was instrumental in setting up a women’s network and led on a cultural change programme which embedded the trust’s vision and value.

She is focused on staff empowerment to deliver the best outcomes for patients and families, share learning and develop a culture which puts service users at the heart of the trust’s work.



PROFESSOR PARTHA KAR National specialty adviser on diabetes, NHS England

Professor Kar has been the driving force behind the move of innovative technology such as wearable glucose monitors into widespread use in the NHS – at times taking up individual patients’ issues with CCGs.

He also co-created a series of Talking about Diabetes talks and a comic for those with type 1 diabetes. His work has included pioneering the “super six” model of diabetes care, which is recognised as a good example of integrated care,

the NHS Right Care pathway for diabetes, the “Language Matters” document, and setting up pilot projects for diabulimia.

He has been open about the racist abuse he regularly receives online and the racism he has encountered in his professional career.

He has been a consultant in diabetes and endocrinology at Portsmouth Hospitals Trust since 2008 and was clinical director of diabetes for six years.



DAME DONNA KINNAIR Chief executive, Royal College of Nursing

Dame Donna has been a vocal campaigner for nurses in her RCN role, as well as leading the organisation through a difficult period following the departure of her predecessor.

Most of the RCN council stood down following a vote of no confidence at an emergency general meeting just after Dame Donna took over the acting role, and the organisation has had to tussle with its joint aim of being a union and a professional body.

She trained at the Royal London Hospital, and

worked with HIV and intensive care patients in east London before qualifying as a health visitor. After gaining qualifications in medical law and ethics, she focused on child protection issues and then working in various roles, including in commissioning and clinical director of emergency medicine at Barking, Havering and Redbridge University Hospitals Trust.

She joined the RCN as head of nursing in 2015. In April 2018 she was appointed acting chief executive and general secretary, and permanently so in 2019.



IFTI MAJID Chief executive, Derbyshire Healthcare Foundation Trust

Mr Majid, a mental health nurse by background, has been chief executive of Derbyshire Healthcare Foundation Trust since 2017 and acting chief executive for two years before that.

He has been vocal about the impact of discrimination on him and his fellow BAME colleagues and says it is not enough for healthcare leaders not to be racist – they need to be anti-racist and hold themselves to account for delivery, helping to end both direct and indirect discrimination

against BAME people. He has also been active in developing a more integrated service in Derbyshire, chairing an integrated care partnership development and implementation group to look at options for integrated care partnership configurations.

He trained in London and has worked in both acute inpatient and community settings. He joined the trust as a community mental health team clinical lead in 1997.



DR RAMESH MEHTA President, British Assoc of Physicians of Indian Origin

Over a long career, Dr Mehta has done much to help BAPIO doctors and modernise paediatric services in the east of England. He retired from Bedford Hospital, where he was a consultant and lead paediatrician, in 2017.

He founded BAPIO in 1996 and has personally helped many doctors facing discrimination at work ever since, including challenges in the courts to both government and medical organisations’ policies. Recently, he highlighted the impact of the health

surcharge for overseas workers. He has also chaired the East of England paediatrics development group and sat on the council of the Royal College of Paediatrics and Child Health. He was awarded an OBE in 2017.

The success of BAPIO led him to help found the Global Association of Physicians of Indian Origin, which aims to empower doctors to achieve the highest professional standards and provide effective good quality healthcare.



PATRICIA MILLER Chief executive, Dorset County Hospital Foundation Trust

Ms Miller has led Dorset County Hospital Foundation Trust for six years, is a member of the NHS Assembly and sits on the board of NHS Providers.

She joined the trust as operations director in 2011 and has seen it go from strength to strength, with an improved rating of good and praise for its “strong vision” from the Care Quality Commission in 2018. She has also been involved in the area’s integrated care system – where plans will see her trust remain as the key hospital in the west of the

county, with a new radiotherapy centre and integrated community services hub. She has recently joined with local MPs to press health and social care secretary Matt Hancock to invest in improved A&E and ICU facilities.

She has also been working with partners to establish a national network of rural providers to help inform national policy.

She was awarded an OBE for services to the NHS in 2019.



JOAN MYERS Director and trustee, Florence Nightingale Foundation

Ms Myers is an inspiring nurse who has challenged old models of care and worked with others to develop new ones.

She chaired the chief nursing officer's BAME strategic advisory group for three years and is an RCN council member for London, as well as being a pastor at a Christian centre in Croydon.

Ms Myers is a director and trustee of the Florence Nightingale Foundation.

Her previous roles include head of children's

services at Whittington Health Trust and nurse consultant at North East London Foundation Trust.

Most recently she was associate director for health services and chief nurse at Achieving for Children.

She has also been actively involved in charity work in Kenya. She was awarded an OBE in 2013 for services to children and nursing.



DR CHAAND NAGPAUL Council chair, British Medical Association

Dr Nagpaul has been prominent in medical politics for more than two decades and previously chaired the BMA's GPs committee.

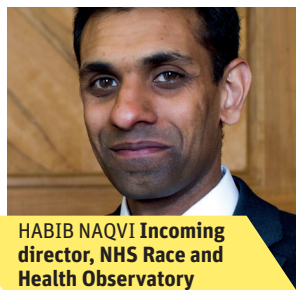
He is often the voice – and face – of doctors in the media, on issues ranging from no deal Brexit to doctors' pensions, putting forward reasoned arguments with clarity and calmness.

But, however calm he appears in the media, he is passionate about the NHS and deeply concerned about the workload and workforce issues doctors

face, especially in general practice.

Earlier this year he said that the government's failure to publish real-time data on the ethnicity of covid patients was a scandal and was one of the first to call for an investigation into why BAME health service staff were dying disproportionately.

Dr Nagpaul was awarded a CBE for services to primary care in 2015 but has said his happiest moments have been spent at the late-night set at Ronnie Scott's jazz club.



HABIB NAQVI Incoming director, NHS Race and Health Observatory

Dr Habib Naqvi is currently the interim WRES director, and the incoming director of the new NHS Race and Health Observatory.

Dr Naqvi's calm, measured manner comes at a crucial time when WRES has led to positive change in the NHS, but there is still much more to do on wider race equality issues.

Dr Naqvi was previously the driving force behind the policy for the WRES, leading on its inclusion in national policy objectives.

He joined from the Department of Health, where he had worked on national equality and diversity policy and co-ordinated the health sector's response to a review of the equality duty.

Dr Naqvi has a background in public health and healthcare policy and strategy development. He has sat on numerous national advisory panels and is a trustee of the Mary Seacole Trust.

He reverse mentors NHS chief executive Sir Simon Stevens, and was awarded an MBE in 2019.



ANTHONY OMO General counsel, General Medical Council

Mr Omo is the director of the fitness to practise directorate and general counsel at the doctors' regulator, the General Medical Council. Previously he was head of legal and has worked at the GMC since 2003 when he joined as an in-house solicitor.

His role involves leading on all work around the GMC's statutory function of ensuring doctors are fit to practise and giving legal advice to the chair and chief executive. He has overseen changes to many of the GMC's processes and a speeding up of the way

some complaints are handled. He is also one of a three person panel which decides whether to appeal against decisions made by medical practitioners tribunals. He has warned that the maternity investigation at Shrewsbury and Telford Hospitals Trust could lead to some doctors being suspended.

His past work has been for the Department of Health and Social Security and for the Crown Prosecution Service. He is a member of the Black Solicitors Network.



DANIELLE OUM Incoming chair, Birmingham and Solihull MHFT

Ms Oum is joining Birmingham from Walsall Healthcare Trust, where she has been chair since 2016, and has led public sector business improvement and programme management for many years.

She specialises in stakeholder engagement and transformation change, and also chairs a local housing association and is the chair of Healthwatch Birmingham, as well as being a committee member of Healthwatch England.

She has argued that healthcare and housing go

hand in hand and she wants to use her joint role to foster that relationship between the two sectors and develop a more holistic approach to people's lives.

Ms Oum has worked in sectors including improving IT support, training and employment opportunities for disadvantaged communities. She managed a £5m programme for the Learning and Skills Council to deliver employment and training and has worked with third sector to incorporate quality standards and performance measures.



ALI PARSA Founder and chief executive, Babylon

A possibly divisive figure, but there can be little doubt about the impact Mr Parsa has had on the NHS. He set up and runs Babylon, a disruptive innovator offering video GP appointments and using AI to run a chatbot.

Babylon has been controversial but has proved popular with some patients – especially younger people. And it is not just in the UK that Babylon is operating – it has deals across the world and one of the first places it operated in was Rwanda, where

Babylon provided the app free of charge.

Before Babylon, Mr Parsa set up Circle Health which was the first (and possibly last) private company to run an NHS hospital.

As well as its attempt to run Hinchbrook Hospital, Circle set up a series of hospitals and rehabilitation clinics around the country.

Mr Parsa, who has a doctorate in engineering physics, worked as an investment banker before setting up Circle.



DR RAJ PATEL Deputy national medical director of primary care, NHS England

Dr Patel has worked for NHS England for seven years while also working as a GP partner in Manchester – he retired from his practice earlier this year. At NHS England, he has led on the GP Forward View and the NHS Long-Term Plan.

Previously he had responsibility for the Lancashire and Greater Manchester area, as medical director of NHS England in the area overseeing 3,500 doctors as responsible officer.

For 10 years he was the professional executive

committee chair for Tameside and Glossop Primary Care Trust and before that he was a GP adviser at the Department of Health. As a GP who worked near to the practice of Harold Shipman, he has also been instrumental in changes to the reporting of deaths and reporting of incidents involving controlled drugs – prompted by the Shipman case.

He is passionate about joint decision making between clinicians and patients. Dr Patel was awarded an MBE in 2019.



HELGA PILE Deputy head of health, Unison

Helga Pile is seen as a positive role model for many in the BAME and trade unions communities.

As deputy head of health, she has been influential in negotiations at the national level.

This year will see Agenda for Change negotiations in the wake of the inflation-busting rises for many other public sector workers so her profile may well rise further.

Ms Pile has also worked as Unison officer for social care and is ideally placed to comment on the

co-dependence of health and social care.

She has shown a particular interest in entry level jobs and apprenticeships across health and social care, and the wider workforce.

She has been closely involved in Unison's Race for Equality campaign which helps staff to recognise and challenge racism in the workplace.



PROFESSOR MALA RAO Senior clinical fellow, Imperial College

Professor Rao is one of the country's leading public health doctors and has been an influential voice on climate change – particularly its impact on women.

She is a senior clinical fellow in the department of primary care and public health at Imperial and a medical adviser to NHS England on workforce race equality. She is also vice-chair of WaterAid UK.

She worked as an NHS consultant and director of public health, with an interest in research and bringing evidence-based medicine into practice. Her

passion for public health took her to India for six years, where she led research and development projects around universal healthcare and public health. A primary care pilot she established there has attracted global interest. She is passionate about gender equality and the need for safe water and sanitation for maternal health.

In 2003, she became the head of public health workforce for England, based at the Department of Health. She was awarded an OBE in 2013.



MARCUS RASHFORD Footballer and campaigner

Mr Rashford's inclusion will come as a shock to many – but his successful campaign to get the government to fund lunches over the summer for children who were entitled to free school meals may be just the start of his campaigning.

Mr Rashford's open letter to the government – which prompted a U-turn within days – followed his work with poverty and food waste charity FareShare to fund meals for children in Manchester and beyond. His own back story, of growing up in an

impoverished family and then playing for Manchester United at a young age, adds authority to his campaigns.

He has said NHS workers are “superstars” and that he wants to do more to help those in need across the country.

If his campaigning starts to touch areas of NHS provision and public health, he could have a massive impact. He is not bad when kicking a ball around either.



STEVE RUSSELL Chief executive, Harrogate and District Foundation Trust

Mr Russell was appointed to run Harrogate and District Foundation Trust in April 2019 but earlier this year had to take on the role of running the NHS Nightingale hospital in the town as well.

He has documented his personal experience of racism in a video where he revealed he was told to “get back in my banana boat” at school and was often “randomly” selected for a search going through airports.

“Our 500-plus BAME colleagues deserve better

than this,” he said. “What we put up with, we promote.”

His previous roles included executive regional managing director for NHS Improvement in London and chief operating officer at South London Healthcare Trust, as well as deputy chief executive at Barking, Havering and Redbridge University Hospitals Trust. He spent seven years at Northumbria Healthcare Foundation Trust, where he was executive director of medicine and emergency care.



JOAN SADDLER Director of partnerships and equality, NHS Confederation

Ms Saddler co-chairs the NHS equality and diversity council with NHS chief executive Sir Simon Stevens and works at the NHS Confederation. She is viewed as someone with “quiet power” who is well connected and well respected.

Ms Saddler was formerly national director of patient and public affairs at the Department of Health, where her

responsibilities included NHS and third sector liaison, local involvement networks and the transition to Healthwatch.

She is also a non-executive director at Barking, Havering and Redbridge University Hospitals Trust and has previously chaired a primary care trust and was a non-executive of a mental health trust.

She has also worked as a chief executive in the community and voluntary sector. She was awarded an OBE for services to health and diversity in 2007.



PROF LAURA SERRANT
Head of nursing, Manchester Metropolitan University

Professor Serrant has been head of the nursing department at Manchester Metropolitan University since 2018 – at that time the only black head of nursing in a UK university. She has held several other academic posts as well as working as head of evidence and strategy in NHS England's nursing directorate.

In 2017, she was appointed chair of the BAME strategic advisory group for NHS England. She has also been a non-executive director of Sheffield

Health and Social Care Foundation Trust.

Much of her academic work has focused on racial and ethnic inequalities and cultural safety. She is passionate about hearing the voice of marginalised communities and has developed a framework for conducting research in this area.

She is an influential public speaker on global diversity and inclusion and has appeared on radio. She was awarded an OBE for services to nursing and health policy in 2018.



GURDAS SINGH
Co-chair, BMA medical students committee

Mr Singh is co-chair of the BMA medical students committee and is reading for a medical degree at King's College, London. He spent the last year working on a research masters in musculoskeletal sciences at the University of Oxford and wants to specialise in surgery of the hand.

He has raised concerns about the final year medical school students who were fast-tracked into foundation year roles, pointing out they could have inadequate life cover. He has also spoken about the

racism BAME medical students encounter, with patients refusing to be treated by them and female black students being assumed to be nurses. He has called for medical schools to take racial discrimination more seriously, saying students must be empowered to call out racism and bad behaviour.

He also sits on a number of other BMA committees, including the board of science and the BMA charities trustees and is a member of the NHS Assembly, and has won a number of awards.



JAGTAR SINGH Chair,
Coventry and Warwickshire Partnership Trust

Mr Singh has chaired the Midlands trust for six years and has many years' experience in senior public service and national roles.

He is also a member of the NHS Assembly and a member of the regional talent team for NHS Improvement.

He spent 20 years in the fire and rescue service, rising from being a firefighter to divisional commander in the West Midlands service before moving to Bedfordshire, where he became acting

chief fire officer. He was then seconded into the Department for Communities and Local Government as lead inspector of fire and rescue services, where he led on embedding equality and diversity in the fire service. His work on this led to an OBE in 2003.

He has also been a non-executive director in the East of England Ambulance Service Trust and at the Luton and Dunstable University Hospital Foundation Trust. He works with other public services on equality and diversity issues.



PROFESSOR DEVI SRIDHAR
Professor of global public health, Edinburgh University

Professor Sridhar has been a critic of the English government's approach to covid and has advised the Scottish government on its measures during the pandemic.

She has argued for suppression of the virus and a "zero covid" strategy as the way forward to a more normal life, suggested England seems content with a certain level of infections and deaths, and has warned that local lockdowns create instability and uncertainty and are a "dangerous route to go down."

Her remarkable career – she got her first degree at 18 and was the youngest person in the US to be awarded a Rhodes Scholarship – led her to a professorship at Edinburgh at the age of 30.

Her interest in global health has expanded into the policy and politics around it.

She investigated the international response to the Ebola epidemic and looked at what needed to change to prevent and respond to the next pandemic.



RICHARD STUBBS
Chief executive, Yorkshire and Humber AHSN

Mr Stubbs has had a varied career in the NHS and was commercial director at the AHSN before being made chief executive.

He has written about how the pandemic has offered a chance to think about issues such as health inequalities; equality and diversity; and prevention and wellbeing. He joined the graduate management scheme in 2002 and applied to the Top Talent Breaking Scheme in 2008, when he was also asked to join the new national leadership council as an

emerging leader. He went on to take a job as programme director for the NHS Innovation Challenge Prizes and then as the lead for NHS Global. This interest in innovation led to a spell as deputy director of innovation at NHS England, where he was responsible for commercial and international innovation.

His interests include how to build a more productive relationship between the NHS and the healthcare industry.



SUE TRANKA Deputy chief nursing officer, NHS England and Improvement

Ms Tranka was appointed earlier this year as deputy chief nursing officer with a portfolio covering patient safety and innovation but has a long history of working at high levels in organisations.

She is also a member of the hospital onset covid working group, a sub-group of the Scientific Advisory Group for Emergencies.

She has been seconded from her role as chief nurse at Ashford and St Peter's Hospitals Foundation Trust. Before that, she had worked as deputy chief

nurse at Buckinghamshire Trust and before that in London where she set up a critical care outreach team.

She is a graduate of the King's Fund Athena programme and the Stepping Up Programme run by the NHS Leadership Academy.

Ms Tranka grew up and trained in South Africa but moved to the UK more than 20 years ago. Her key interests are in quality improvement, human factors and safety systems.



PROFESSOR JONATHAN VAN-TAM Deputy CMO

If Jonathan Van-Tam is remembered for one thing during the covid pandemic, it is for responding to comments about Dominic Cummings' infamous trip to Durham.

Professor Van-Tam – or JVT as the health and social care secretary calls him – was the first adviser to stress publicly that lockdown rules applied to everyone. The professor, who became deputy chief medical officer in 2017, is a specialist in influenza and respiratory viruses who has worked both in the

NHS and private healthcare. His work has included chairing expert groups on H5N1 vaccines (one variant of this common influenza virus causes bird flu) and he has co-edited a textbook on pandemics. He now sits on the expert advisory group for the vaccine task force.

He was awarded an MBE in 1998 for designing a first aid kit to meet the requirements of groups of teenagers on camping trips – which arose out of his work with the Lincolnshire Army Cadets.



OWEN WILLIAMS Chief executive, Calderdale and Huddersfield Foundation Trust

Mr Williams has run Calderdale and Huddersfield Trust since 2012, leading it through the stormy waters of a planned configuration that was deeply unpopular in parts of the area it covers. Most recently he has chaired a task-and-finish group on health inequalities for NHS England.

He is a trustee and vice chair of the NHS Confederation and believes that diversity of leadership and staff engagement are essential if the NHS is to meet the challenges of increased

expectations. He has worked with the Department of Health on its original strategic health authority assurance process and was joint lead on the national mental health strategy board.

Mr Williams has also run two councils, moving from Calderdale Council to run the trust, and before that worked in financial services, telecommunications and marketing.

He was awarded an OBE earlier this year for his services to healthcare.

THE JUDGES

Professor Ted Baker, chief inspector of hospitals, Care Quality Commission

John Brouder, former chief executive, North East London Foundation Trust, and special adviser on diversity and inclusion, NHS England and Improvement in London

Peter Carter, former RCN chief executive and consultant

Yvonne Coghill, former WRES director

Professor Jacqueline Dunkley-Bent, chief midwifery officer, NHS England

Marie Gabriel, chair, NHS People Board and chair, NHS Race and Health Observatory

Sara Gorton, head of health, Unison

Dr Henrietta Hughes, national guardian for the NHS

Dame Donna Kinnair, chief executive, RCN

Dr Chaand Nagpaul, chair, BMA Council

Habib Naqvi, incoming director, NHS Race and Health Observatory

Danny Mortimer, chief executive, NHS Employers

Lord David Prior, chair, NHS England

Jon Restell, chief executive, Managers in Partnership

Laura Roberts, director of skills development and participation, Health Education England

Alastair McLellan, *HSJ* editor – chair

Where judges were considered for inclusion on the list, they recused themselves from the discussion.

The WRES team and HSJ would like to pay tribute to the health and social care staff who have sadly died from covid-19, including many from BAME backgrounds

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