Opportunities for involvement in the TIDES Study

Overview

Phase 2 of the Tackling Inequalities and Discrimination Experiences in health services (TIDES) study led by Professor Stephani Hatch at King's College London aims to:

- Identify ethnic inequalities in mental health and occupational outcomes amongst NHS staff.

- Understand how COVID-19 exacerbates such inequalities, and the processes through which inequalities are produced, maintained and resisted.

- Develop a Race Equality Impact Assessment toolkit, as well as education and Virtual Reality training resources targeted at improving BAME staff experiences, retention and relevant NHS policies.

We are looking for:

Advisory group members

Stakeholder opinion group

Peer researchers

See below to apply and find out more details on these roles

For more information or to ask any questions please email us at:
tides@kcl.ac.uk

Stay up to date with our research

We will continue to update this page and the website with our progress, so please do come back or follow us on **Twitter:** @tides_study

Role descriptions

Advisory Group members

Do you have an interest/expertise in, or on-the-ground experience of action to address Equality, Diversity and Inclusion issues affecting Black, Asian and Minority Ethnic staff at work? We are looking for Advisory Group members from [Trusts involved in NHS CHECK study](#)[1].

Role of the Advisory Group:

- Helping to steer the TIDES study. This includes:

- Helping us make key decisions about the study, such as what questions to ask staff.

- Supporting us to increase representation of ethnic minority healthcare staff in our study

- Helping us interpret our findings

- Advise us on the Race Equality Impact Assessment Toolkit and training resources to be developed

- Advise us about how to share our findings and to get the resources developed into practice

What will this involve?

Taking part in three up to three 2-hour meetings (delivered online). The aims of each meeting are:

1. Provide guidance on questions to include in an ethnicity-focussed survey and qualitative interviews with healthcare professionals. Also to provide guidance on targeted recruitment strategies to increase representation of BAME staff survey respondents **(17th September 2020, 2-4pm).**

2. Prioritise content of the Race Quality Impact Assessment Toolkit, and guidance on testing out and putting the Toolkit into practice (**Spring/Summer 2021, date TBC**)

3. Identify and prioritise and content of Virtual Reality training and education materials, and advise on testing out and putting the training into practice **(Summer/Autumn 2021, date TBC**).

4. Advise on how best to share study findings and to help us get our findings out to healthcare professionals and NHS leaders.

Time commitment:

- Up to three x 2-hour online meetings, plus 2-hours of between-meeting preparation/input per meeting).

- For those helping us to share findings, an equivalent of 1.5 days

Payment: Advisory Group members who are healthcare or social care professionals will be reimbursed for their time.

Apply: apply here

Stakeholder opinion group members

Are you interested in Equality, Diversity and Inclusion issues for Black, Asian and Minority Ethnic group health and social care staff?

We are also looking for people from Trusts nationally to join our stakeholder opinion group, including:

- People working in health and social care services of any level of seniority, including lower paid non-clinical staff

- Patients and carers

- Health/social care managers

We are hosting three online workshops to hear your opinions about and help us to prioritise:

1. Questions for an ethnicity-focussed survey and interviews with healthcare professionals. **(13th October 2020, 2-4pm).**

2. Prioritise content of the Race Quality Impact Assessment Toolkit, and guidance on testing out and putting the Toolkit into practice (**Spring/Summer 2021, date TBC**)

3. Identify and prioritise and content of Virtual Reality training and education materials, and advise on testing out and putting the training into practice **(Summer/Autumn 2021, date TBC**).

You will also be asked to complete an **anonymous** online survey about these topics in between workshops.

Time commitment:

Each workshop will last two hours. You do not need to attend all three workshops if you do not wish to or are not able to. Surveys will be short, and we will aim for them to take no longer than 30 minutes to complete.

Payment: We will offer individuals taking part in workshops a £15 voucher per workshop.

Apply: apply here

Peer researchers

- Peer researchers will be involved in co-leading interviews with Black, Asian and ethnic minority NHS staff. We are seeking up to three researchers to support a total of 20 interviews, with one peer researcher per interview.

- We will offer a 2-hour training session to support you with interview technique and to familiarise you with the interview questions.

- Finally, you would be trained to be involved in supporting the analysis and interpretation of the interview findings.

Time commitment:

- One or two 2-hour training sessions (date TBC)

- Approx. 6-7 interviews, each lasting up to one hour (conducted between approx. Nov 2020 and July 2021)

- Analysis & interpretation will require up to equivalent of 4 full day's work spread out over approx. Feb-September 2021.

Payment: Peer researchers will be paid for their time (£18.20 per hour)

Apply: apply here

[1]Participating NHS Trusts and Nightingale Hospitals

Cardiff Nightingale Hospital, Exeter Nightingale Hospital, Guy's and St Thomas' NHS Foundation Trust, Harrogate Nightingale Hospital, Norfolk and Norwich University Hospitals NHS Foundation Trust, Cambridgeshire and Peterborough NHS Foundation Trust, University Hospitals of Leicester NHS Trust, Nottinghamshire Healthcare NHS Foundation Trust, Cambridge University Hospitals NHS Foundation Trust, East Suffolk and North Essex NHS Foundation Trust, Avon and Wiltshire Mental Health Partnership Trust, Gloucestershire Hospitals NHS Foundation Trust, University Hospitals of Derby and Burton NHS Foundation Trust, King's College Hospital NHS Foundation Trust, King's Health Partners, London ExCeL Nightingale Hospital, Manchester Nightingale Hospital, South London and Maudsley NHS Foundation Trust.