

digitalhealth

REWIRED

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**DIGITAL
LEADERSHIP
AND TEAMS
STAGE**

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Increasing leadership diversity in digital health in the NHS

SURVEY RESULTS
Descriptive Analysis, March 2024



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Survey overview

Who was the survey aimed at?

People in DDaT who are:

- Working in the NHS
- Interested in joining or returning to the NHS

Data collection: February 2024

Dissemination: OHT and DH social media channels and networks

Aims of the survey

1. Understand experiences
2. Get perspectives on role models & support networks
3. Gather and spread advice

Sections and questions

18 questions distributed in 4 sections

1. Profile
2. Career journey
3. Role models and support networks
4. Advice



Executive Summary



Demographics

- 78% (31/40) of respondents are women.
- 18% reported disabilities.
- Majority working in the NHS in Digital Leadership.
- 56% (23/40) are white women:
 - 78% (18/23) work in the NHS
 - 48% (11/23) are 'practitioners', 39% (9/23) are 'experts'
- 43% (10/23) of those who worked in the NHS would come back.



Skillset needed

- 6 of every 10 respondents (62%, 24/39*) think that a balanced combination of technical and soft skills is needed for their role.
- This view was similar across genders.



Imposter syndrome

- 65% of respondents (65%, 26/39*) agreed / strongly agreed with:
"I have experienced regularly imposter syndrome in my career"
 - Women: 71% (22/31)
 - Men: 44% (4/9)
 - White: 74% (20/27)
 - Non-white: 50% (6/12)



Common challenges

1. **Struggling to fit into culture** as a woman or ethnic minority.
2. Lack of **career progression** and senior support.
3. Difficulties associated with being a **mother** (career breaks and returning from maternity leave).



Advice

1. Build a **strong network**.
2. **Believe in yourself** and keep going.
3. Say yes to new opportunities and **develop your skills**.

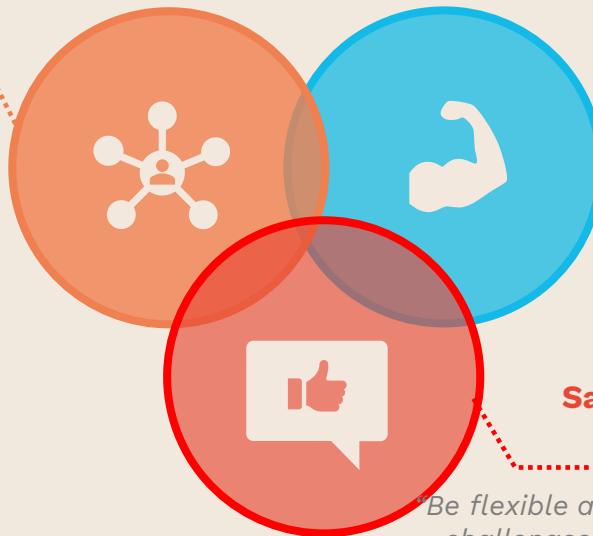


Advice for those aspiring to lead within DDaT* - Top themes

Build a strong network

“Connecting and finding the right networks is key”.

“Meet people and speak to them, expose yourself to networks and learning. Take every single opportunity that comes up, apply even if you don’t think you’re good enough”.



Believe in yourself and keep going

“Don’t doubt yourself, what you don’t know you can learn and what you do know will always be there for you”.

“Believe in yourself, build your network and take any opportunity to demonstrate your worth”.

Say yes to new opportunities and develop your skills

“Be flexible and agile in your work. Say yes to new challenges, be interested in activity beyond your immediate area”.

Final considerations



A transformational change may happen at different levels, from a micro or team level to a macro or policy level. This will **affect all types or roles and experiences at all levels** of expertise.



This descriptive analysis is **only a snapshot** of career pathways, challenges, opportunities and potential strategies to promote higher diversity / inclusion. A more detailed analysis of these should follow.



Further discussions are needed. E.g. **links between leadership diversity & staff satisfaction / morale** with **health inequalities and patient health outcomes**



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