

Delivering greater diversity into the national Clinical Impact Awards (NCIAs)

The NCIAs recognise the role of NHS consultant doctors, dentists and academic GPs and the impact of their work at a national level.

1. Encouraging female and Black and minority ethnic (BME) consultants to enter for a NCIA



Myth:

“The scheme is biased towards a sub-set of the male consultant population. There’s no point in women or BME consultants applying.”



Facts:

2021 success rates

29.3%	female consultants
30.0%	male consultants
24.8%	BME consultants



NCIA reforms:

- evidence can account for a career break
- single-tier application process.
- Removal of pro-rated award payments for LTFT
- better diversity monitoring and reporting mechanisms



The NCIA reforms build on ACCIA’s **commitment to improving diversity** and recognises that progress is ongoing.

2. Diversity on the sub-committees is improving



Myth:

“There is not enough diversity on the regional sub-committees, this means the process is biased and un-representative.”



Facts:

2021 Regional Sub-Committee Membership:

31.6%	female
36.4%	BME



NCIA reforms:

- review of chairs and medical vice chair tenures
- monitoring diversity of sub-committee members
- annual adjustments to ensure balance of the scoring panels
- don’t need to have an award to be a sub-committee member



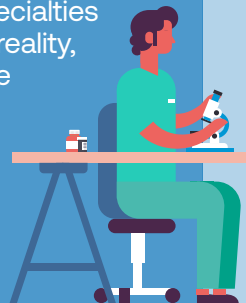
Contact accia@dhsc.gov.uk to apply to join a regional sub-committee.

3. New reforms will support consultants from all specialties



Myth:

“Only certain specialties get an award in reality, mine wouldn’t be considered.”



Fact:

All eligible consultants regardless of their specialty can apply for the awards.



NCIA reforms:

- improved inclusivity for previously under-represented groups
- a broader range of evidence can be submitted
- evidence of additional national impact for work accepted
- more training and guidance for the assessors



Visit <https://www.gov.uk/government/organisations/advisory-committee-on-clinical-impact-awards> for more information.

Applications open from **27 April 2022** and close on **22 June 2022**.