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

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

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

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

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


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