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

The NCIA reforms build on ACCIA’s commitment to improving diversity and recognise that progress is ongoing. Contact accia@dhsc.gov.uk to apply to join a regional sub-committee.

1. Encouraging female and consultants from ethnic minority backgrounds 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:**
  - 2022 success rates
  - 42.8% male consultants
  - 48.4% female consultants
  - 37.7% consultants from ethnic minority groups
- **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:
  - 33.6% female
  - 39.0% from ethnic minority groups
- **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