



would recommend to their own children. Paul further updated on the different workstreams which have been identified to address the challenges. The presentation highlighted some of the work NHS England is focusing on around recruiting Men in Nursing, identifying role models for Learning Disabilities and Mental Health as well as working with schools that have a high BAME student ratio. Paul concluded by stating there was opportunities to do things differently with Ruth May as the new CNO. Paul also shared that they have the hashtag TeamCNO.



**3.2** AD said he was not aware of this work and requested that NHS England engages with us and requested that it is inclusive. Other members of the meeting also indicated that they would prefer a more joined up approach. Paul expressed concern that members of the group did not think the approach was inclusive and said he would ensure this is fed back. BT said it is good to see we are moving away from simply talking about care and compassion and focusing more on what Mental Health nurses do. CG said it is hard for nurses to know how or what career pathway to follow and promotion was more problematic if it is a BAME nurse. CG said it was necessary to get the balance right. Paul asked if the group wanted to be a design group for mental health nursing which will decide and agree the outputs. The group signed up and agreed on moving forward with this joint approach. In addition, HE and LMc signed up to a UK wide approach.

**Action: PV and CG to progress**

**PV & CG**

#### **4. Salli Midgley NHS England**

4.1 Salli Midgley, Lead Nurse, Mental Health Nursing shared her presentation with the group. Salli shared the different workstreams which she said is supported by a team and reports to an oversight group. Salli said there was work focusing on segregation and seclusion. HE said the mental welfare commission is publishing guidance on restrictive practices on seclusion specifically. There was discussion about the police wearing body cameras and whether this is considered 425.5 314

