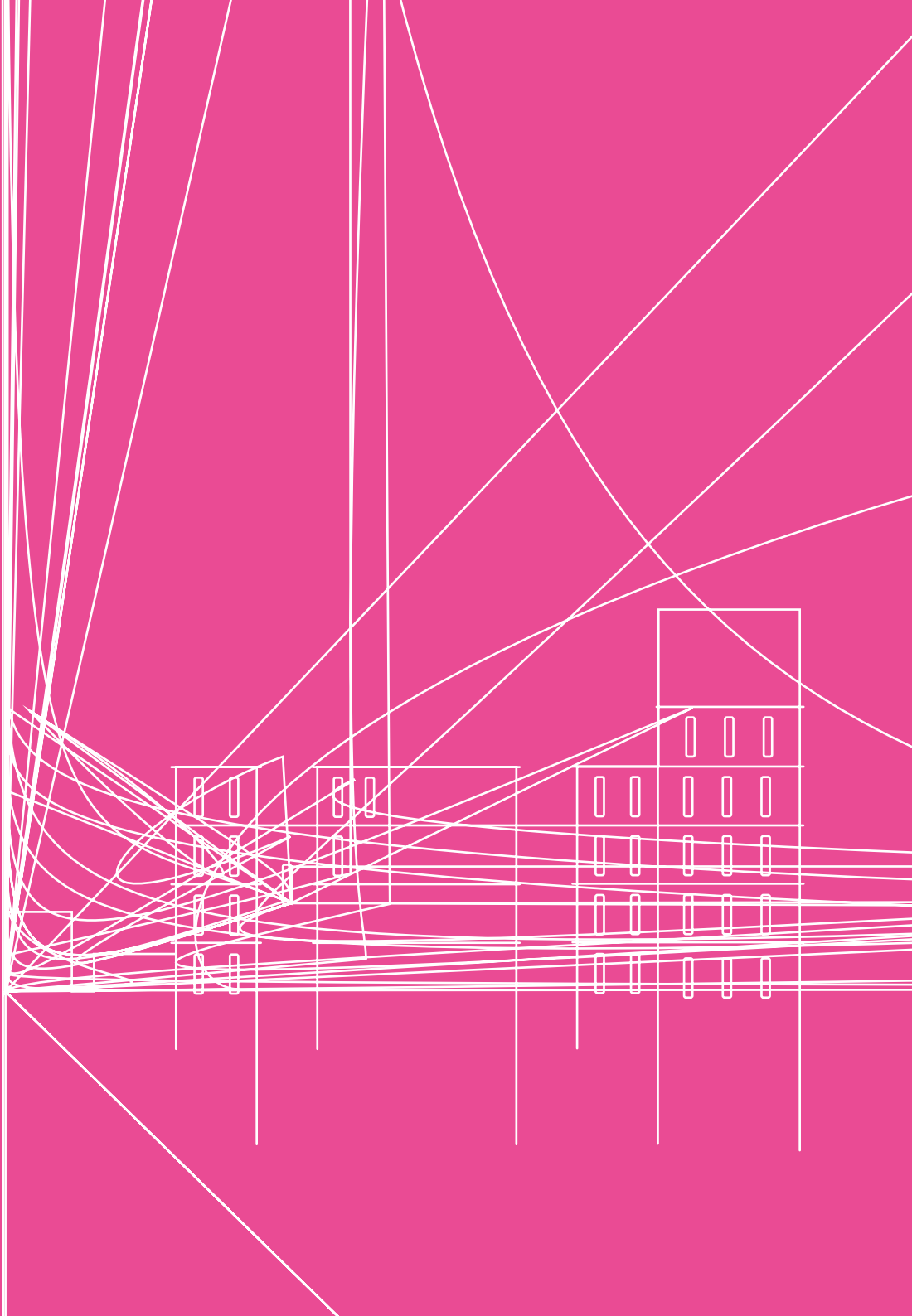


000



000
000
000



CONTENTS



FIGHTING TOGETHER

FOR NURSING IN LONDON

The last few years have presented more challenges to the health service and its staff than arguably any other time in the past.

DIVERSITY

A GLOBAL WORKFORCE FOR A COSMOPOLITAN CITY



Diverse, but not equal

The latest Workforce Race Equality Standards Report found that London, despite being the most diverse region in the country, was the worst performing when it came to race equality.

- Black and minority ethnic (BME) staff are twice as likely to face disciplinary action than white colleagues.
- White colleagues are twice as likely to be appointed from a shortlist as those from BME backgrounds.
- London had the highest percentage of BME nursing staff experiencing harassment, bullying and abuse from both patients and colleagues.
- Only 11% of senior managers in the NHS in London are from BME backgrounds.

WHAT CAN YOU DO?

Get involved with your local RCN London branch

Each of the ten branches in London is a dedicated network of members from a specific geographical area.

Branches are run by volunteers and hold regular meetings and events which give members an opportunity to raise important health care and employment issues and get involved in RCN campaigns at a local level.

Find out the details of your local branch and any upcoming events by visiting:

<https://www.rcn.org.uk/london/get-involved/branches> or scanning



Get in touch with your local politicians

Applying pressure and asking questions of politicians and decision makers in your area is a way you can ensure that the voice of nursing is heard at a local level.

We want all your local representatives to know that there are RCN London members in their constituencies who are engaged and will challenge them on the issues that matter.

You can do this by writing a letter, attending surgeries and engagement events or by using social media to get in touch and air your views.

MPs: <https://www.parliament.uk/mps-lords-and-offices/mps/>

London Assembly Members: <https://www.london.gov.uk/people/assembly>

Local Councillors: <https://www.directory.londoncouncils.gov.uk>

Social media

Twitter and Facebook are rich sources of information about what is going on in your area, who's involved, and what they think about particular issues.

Find out who is active and follow them, get involved with Facebook groups and link up with fellow RCN members. It's a good idea to follow your local trust, Healthwatch and local council.

Social media is also a great way to share what you know. You can update your own followers and friends, and post useful links and information to others who are campaigning in your area. You can also retweet and share helpful content from others, so that it reaches even more people. Always bear in mind you are speaking in public with anything you publish on social media, and you are accountable for it.

RCN London social media

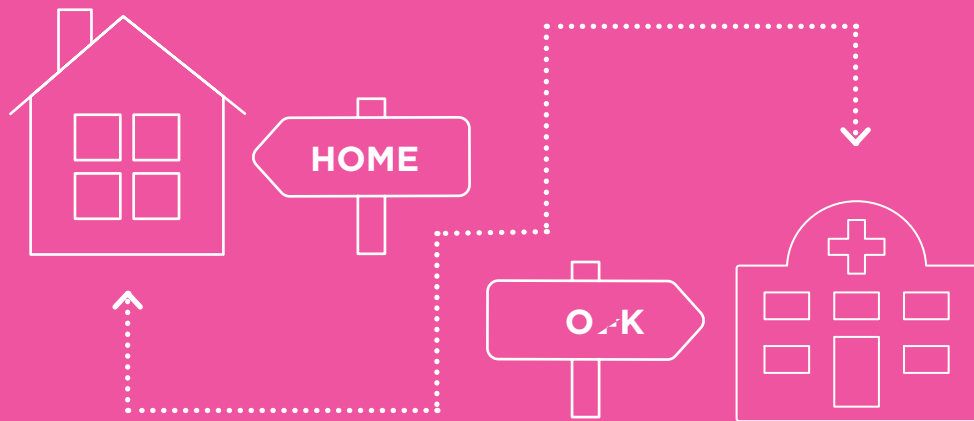


[facebook.com/RCNLondon](https://www.facebook.com/RCNLondon)



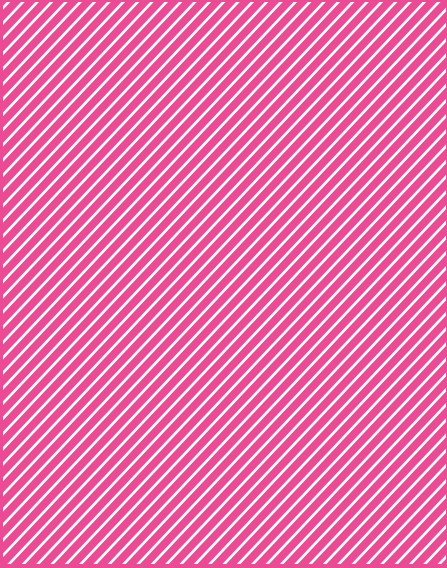
twitter.com/BerneIIRCN
[@BerneIIRCN](https://twitter.com/BerneIIRCN)

This is all adding to a nursing recruitment and retention crisis that is threatening the very safety of our care settings. London accounts for one third of all unfilled nursing posts in England. Addressing the barriers that prevent nursing staff from living and working in London will be one step towards ensuring we maintain safe levels of patient care in the capital.



At RCN London, we believe nursing staff should not be driven out of their communities and forced to commute long distances due to a lack of affordable housing and support from government. We are also clear that the government's 1% NHS pay cap since 2010 has not helped.

CASE STUDY



RCN position on housing & transport

- Accommodation built on NHS land should be provided first and at discounted rates to NHS workers.
- The housing needs of Key Workers such as nurses should be incorporated into government house-building plans.
- RCN London will continue to engage with the Mayor of London's Office, the Department of Health and other stakeholders in raising the housing and transport issues affecting nursing staff in London.

WHAT CAN YOU DO?

See pages 12-13

RCN LONDON MEMBERS

RCN London members have the potential to bring about change, inspire colleagues and contribute authoritatively to the political discussions that shape the health services they work in. We are fortunate in London to have members that have been at the forefront of our campaigns as well as important interventions in health debates.

As a member-led organisation, we want members to continue to come forward, get involved and help RCN London push for the changes that our dedicated nursing staff and their patients deserve. If we are to do this, making the most of the skill, passion and knowledge of our membership is vital.



CAMPAIGNING

Danielle - Community Nurse

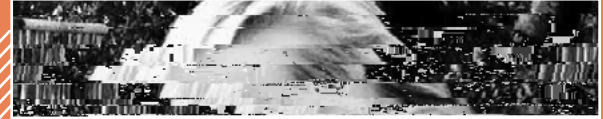
"Getting involved in campaigning seems pretty daunting but it's so important because if we decide to just sit on our hands we won't be able to influence the things that have an effect on our lives, our profession and the health service. I was angry and frustrated about the cap on nurse pay so I decided to start a petition calling on the government to scrap the cap and give Agenda for Change staff a decent pay rise. Before I knew it, the petition had reached 100,000 signatures and was being debated in Parliament. I'm just one person, but it really shows what you can do when you get involved."



INSPIRING COLLEAGUES

Dann - Student Nurse

"With the help of RCN London and colleagues from university, I arranged a conference for hundreds of student nurses across the capital. I wanted to do something that reflected modern nursing and inspired people to aim as high as possible in their careers. Reflecting on what we achieved in the 8 weeks between the beginning of planning and the date of the conference, I am filled with pride. In the beginning, it seemed overwhelming to arrange a conference, but with the help and expertise of RCN London and the desire and enthusiasm of myself and my colleagues, we did it. It was an experience that taught me a lot about leadership, organisation and most of all, that if you get involved you can achieve whatever you put your mind to."



ENGAGING IN POLITICS

Christina - Mental Health Nurse

"It is vital that nurses stay in touch with what is happening both locally and nationally in politics. Politics affects every area of nursing from clinical practice, to research, through to education. The policies that inform and govern our practices and the future of our workforce are essential to longer-term issues surrounding patient care and retention of good nurses. Having an active interest and involvement in local and national politics can offer a worthy space to promote the good work that is being done by nurses, whilst also being able to highlight where there may be gaps and needs within services."

THE SUPPORT WE PROVIDE

RCN London works with tens of thousands of nurses, health care assistants, midwives and students of nursing across the capital. Last year, our membership grew again, bringing the RCN London community to almost 60,000 members.

Working across all 32 boroughs, RCN London offers support and advice to members and represents them in the workplace when they need us. We campaign on the issues that matter to nursing and health care, work hard to make sure that all nursing staff get the professional training opportunities they deserve, and support the Capital Nurse Programme to secure a sustainable nursing workforce for London.

YOUR RCN LONDON TEAM

As well as RCN London staff, we have a network of accredited representatives and stewards who support members in the workplace on issues such as:

STATISTICS



1,496 new members
in 2016

59,297 members
in total

YOUR ROLE

- OUTER NW
- INNER NW
- OUTER NC
- INNER NC
- OUTER NE
- OUTER SE
- INNER SE
- OUTER SW
- INNER SW
- INNER NE





Pan London

A rectangular area with a dark teal gradient and a white diagonal line border. The text "Pan London" is positioned at the top left of the area. The border consists of white diagonal lines running from the top-left to the bottom-right, matching the pattern in the block above.

