



Black, Asian and Minority Ethnic
Staff Network



Cumbria, Northumberland,
Tyne and Wear
NHS Foundation Trust

Cultural Ambassador Programme

The Cultural Ambassador Programme has been devised by the Royal College of Nursing to reduce the risk of discrimination against Black, Asian and Minority Ethnic (BAME) staff facing disciplinary action. Studies have shown it to be a successful initiative and we are pleased that the Trust is taking part in this work.

The Trust has two members of staff trained as Cultural Ambassadors.

The role of the Cultural Ambassador is to help ensure fairness in how BAME staff and students are treated when involved in disciplinary or grievance actions.

The Cultural Ambassador will:

- Sit as a member of investigation teams, disciplinary and grievance hearing panels
- Identify any issues of unconscious bias, conscious bias, being treated less favourably or discrimination
- Bring these to the notice of the other members of the team and ensure that they are taken into consideration in the decision making process.



Edith Russell
**BAME Staff Network
Co-Chair and
Cultural Ambassador**



Christine Ntanda
**BAME Staff Network
Co-Chair and
Cultural Ambassador**



Dr Rajesh Nadkarni
**Executive Medical
Director /
BAME Staff Network
Sponsor**

To find out more about the role of the Cultural Ambassador please contact us at equality@cntw.nhs.uk



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