



British  
Orthopaedic  
Association



**BOTA**

BRITISH ORTHOPAEDIC TRAINEES ASSOCIATION



BOA & BOTA Culture &  
Diversity Champions  
Programme 2024 Application  
Pack

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## BOA & BOTA Culture & Diversity Champions

The BOA & BOTA are committed to improving work culture and diversity, equity and inclusion (DEI) in Trauma & Orthopaedic (T&O) Surgery. As part of BOA & BOTA's culture and DEI strategy, we are launching the new 'Culture & Diversity (C&D) Champions' programme. The C&D Champions are representatives of BOA and BOTA and will work together with BOA and BOTA to encourage, inspire and stimulate positive change in work culture and to build a more diverse and inclusive environment for our specialty.

The BOA & BOTA C&D Champions programme will involve recruitment of one Junior Champion and one Senior Champion from each region. The Champions must be a BOA or BOTA member. C&D Champions will be advocates for driving positive change in work culture and increasing DEI in T&O surgery within their region. The C&D Champions network will work closely with the BOA and BOTA to unite the culture change and DEI efforts across the UK. The Champions will also be a point of contact for junior and senior T&O surgeons within their region for culture and DEI initiatives.

One Senior and one Junior C&D Champion represent each region:

- London
  - Scotland
  - Wales
  - Northern Ireland
  - North West - Mersey, Manchester
  - Yorkshire, Humberside
  - North East - Newcastle, Durham, Sunderland
  - East of England
  - South West - Bristol, Peninsula, Wessex
  - West Midlands
  - Thames Valley
  - East Midlands
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## BOA & BOTa CULTURE & DIVERSITY CHAMPIONS PROGRAMME

### The role of the BOA & BOTa C&D Champion:

- Promote a more diverse and inclusive community within Trauma & Orthopaedic (T&O) Surgery, that best serves the population we care for
- Promote positive work culture change to ensure everyone feels welcomed, included and respected within T&O surgery
- Unite individual efforts of culture and DEI improvement work across the UK; creating a cohesive collective network to share resources and support
- Train and equip passionate and like-minded individuals with the skills and tools required to initiate positive culture change and create a more diverse and inclusive community within T&O surgery
- Lead by exemplary attitudes and behaviour towards improving diversity and inclusion in T&O surgery

### Application

- 100-word statement application submission online with accompanying photograph headshot
- 100-word bullet point summary of planned initiatives if successful
- Applicant photograph and statement to be placed on BOA online voting platform, BOTa/ BOA members from each region to vote for their regional Junior and Senior Champions

### Key dates

- Applications open 25th March 2024, close 26<sup>th</sup> April 2024
  - Voting from 01<sup>st</sup> May 2024 to 16<sup>th</sup> May 2024
  - Successful applicants announced w/c 20<sup>th</sup> May 2024
  - Virtual Meeting for BOTa Committee & Champions (TBC)
  - BOA/BOTa Culture & Diversity Day at RCS England (TBC)
  - BOTa C&D group virtual meeting with Champions (TBC)
    - Discuss progress of implementation of each region's 'Plan of Action'
    - Discuss challenges/successes, share ideas and experience
  - BOTa Congress 2024 (November 2024)
    - Pre-congress meeting of C&D Champions
    - Presentation of each deanery's DEI plan results
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## BOA & BOTA CULTURE & DIVERSITY CHAMPIONS PROGRAMME

### Role Description

The C&D Champions will drive positive change in culture and DEI in T&O surgery within their region and contribute to the national BOTA and BOA culture and diversity strategy. The role will be held for two years.

### Responsibilities & activities

- C&D Champions will attend Culture & Diversity Champions day for DEI training and workshops to develop experience and skills for their role
- Network with like-minded and passionate individuals across the UK at the Culture & Diversity Champions day
- Receive RCS recognized CPD points for their attendance at the Culture & Diversity Champions day
- Receive full support from the BOA & BOTA in their initiatives to improve work culture and DEI in T&O surgery.

### Regionally

- Advocate for improving work culture and DEI in T&O surgery as a BOA/BOTA C&D representative of their region
- Develop strategies and plans to improve work culture and DEI within their region
- Organise a minimum of one C&D initiative per year within their region during their term
- Work with regional TPDs, supervisors and Trusts to support and promote regional DEI initiatives in their region
- Gather feedback on the current status quo of work culture and DEI in T&O within their region
- Supporting individuals facing DEI issues in a facilitatory/ sign posting role using the new skills, training and knowledge they acquire from the BOA & BOTA Culture & Diversity Day

### Nationally

- Attend the BOA & BOTA Culture & Diversity Day for formal DEI training and networking with other deanery Champions
- Contribute to BOA and BOTA research and data collection on diversity in T&O surgery in the UK
- Collaborate with other Champions to support DEI initiatives regionally and nationally
- Contribute actively to one or more of the BOA & BOTA DEI working groups on strategic topics
- Present regional progress updates to BOA and BOTA C&D steering group

*The Junior and Senior Champions will not take any legal responsibility for Trust/trainee/ intra-departmental culture and DEI issues. The Champions are purely a port of call, providing a facilitatory role by signposting to appropriate protocols, resources and existing escalation routes. They can choose to provide individuals with informal advocacy/allyship should they wish. They do not supersede the role of clinical/educational supervisors or TPDs with regards to trainee issues.*

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## BOA & BOTA CULTURE & DIVERSITY CHAMPIONS PROGRAMME

### Person Specification

#### Senior C&D Champion Person Specification

- Senior C&D Champions should be a T&O consultant or SAS doctor of >11 years within the region they are applying to represent.
- The Senior C&D Champion is not required to have or disclose a protected characteristic.
- They should be enthusiastic about promoting a positive work culture in T&O surgery and supporting senior and junior surgeons from all backgrounds to strive and succeed in orthopaedics.

#### Essential Criteria

- Consultant or SAS surgeon of >11 years
- Active BOA / BOTA member
- Passionate about promoting positive work culture and DEI in T&O surgery
- Committed to actively contributing to ongoing DEI work and launching new initiatives

#### Desirable Criteria:

- Previous experience in developing work culture and DEI initiatives in or outwith T&O surgery

#### Junior C&D Champion Person Specification

- Junior C&D Champions should be a 4 years post graduate trainee, staff grade T&O doctor or a SAS doctor of <11 years within the region they are applying to represent.
- The Junior C&D Champion is not required to have or disclose a protected characteristic.
- They should be enthusiastic about promoting a positive work culture in T&O surgery, and supporting surgeons from all backgrounds to strive and succeed in orthopaedics.

#### Essential Criteria

- Trainee from 4 years post-graduate, staff grade T&O doctor or SAS doctor of <11 years
- Active BOA / BOTA member
- Passionate about promoting positive work culture and DEI in T&O surgery
- Committed to actively contributing to ongoing DEI work and launching new initiatives

#### Desirable Criteria:

- Previous experience in developing work culture and DEI initiatives in or outwith T&O surgery
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## BOA & BOTA CULTURE & DIVERSITY CHAMPIONS PROGRAMME

### Contact

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Karen Chui - BOTA President  
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## BOA & BOTA CULTURE & DIVERSITY CHAMPIONS PROGRAMME

### BOA & BOTA Culture & Diversity Champions Charter

This charter aims to outline what our Culture & Diversity Champions can expect from BOA & BOTA and what our members can expect from their Culture & Diversity Champions.

What our champions will receive during their two year tenure:

- A bespoke DEI training day held at the RCS England and endorsed by the BOA and BOTA where formal training will be delivered
- Support with setting up regional/ national DEI initiatives (a champion-steered series of webinar meetings where BOA/ BOTA can meet with in post champions to discuss any issues)
- Access to a network of C&D Champions nationally with whom to collaborate for support on aforementioned initiatives
- The ability to shape a schedule of webinar meetings throughout the year

What our members can expect from our champions:

- A motivated, enthusiastic individual keen to promote a more diverse and inclusive community within Trauma & Orthopaedic (T&O) Surgery
  - An individual who will highlight the importance of DEI in Trauma & Orthopaedics within their region; these champions will ostensibly demonstrate to our colleagues in and out of T&O that we as a specialty appreciate the central role DEI has in our future
  - An individual who can unite individual efforts of DEI improvement work across their region and liaise with other regional champions on a national level; so creating a cohesive, collective network to share resources and support
  - They will help to train and equip passionate and like-minded individuals with the skills and tools required to create a more diverse and inclusive community within T&O surgery
  - Someone who can demonstrate exemplary attitudes and behaviour towards improving diversity and inclusion in T&O surgery
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