

**The Ethnicity Training Network:  
Training in Health and Social Care**



**Report of a Conference on 24th March 2005  
Thackray Museum, Leeds**

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**June 2005**

## The Ethnicity Training Network Conference

The Ethnicity Training Network had its first conference on the 24<sup>th</sup> March this year.



There were many people who spoke at the conference, including Hala and Ghazala from the Ethnicity Training Network; Karl Atkin, the director of the Centre for Research in Primary Care at Leeds University (where the Ethnicity Training Network is based); Georgina English from the Commission for Racial Equality, Richard West from Inspired Services and Professor Mark Johnson from DeMontford University in Leicester. Dr Stephen Ladyman (Minister for Health) recorded a message to the conference to show the Government's support for the Network. This can be found along with speakers presentations on the Ethnicity Training Network website: [www.etn.ac.uk](http://www.etn.ac.uk)



There were also workshops in the afternoon to talk about training, training materials, stereotypes, research and good practice. All workshops talked about ethnicity, health and learning difficulties.

The turnout for the conference was very good. The delegates were from many different places, including NHS organisations, training organisations, advocacy groups, charities, councils and service users.

Feedback shows that people enjoyed the day. People came away from the conference feeling ready to start to make changes within their own organisations, which was great news for the Ethnicity Training Network! People also said they learned a lot from the day and enjoyed talking about things that are often missed out in their own work place.

The Ethnicity Training Network team would like to thank all the participants for making it an enjoyable and interesting day.



## Workshops

**There were four workshops:**

- What type of training do people want and need?
- Training materials and stereotypes
- Research into practice
- Examples of good practice

People at the workshops talked about these things and how they could be used to make services better for people from ethnic minority communities with learning difficulties.

**There were some shared ideas that came from the workshops:**

- To make services better we need to increase training. Training should break stereotypes and use research to make sure that the facts are right
- Training can be in many different forms, and it should take the form that is most accessible for people
- Real life experiences are a good way of getting a message across
- Training should take into account laws that are in place to help people from minority groups
- Training materials should use words and pictures that are easy to understand
- Information should be shared and so should good practice
- People who get training should take what they have learned and use it in their jobs
- Training should encourage services to include more people from ethnic minority groups in the way they are run

## Names of people that came to the conference

| Name                | Place of Work  |
|---------------------|--|
| Abida Malik         | Department of Public Health, University of Leeds       |
| Ali Mohammed        | Dudley Social Services (ETN advisory group member)     |
| Alick Miskin        | Grass Roots Group                                      |
| Alison Ackew        | West Yorkshire NHS Workforce Development Confederation |
| Amanda Fletcher     | North Bradford PCT                                     |
| Amanda Hopper       | Rathbone Training                                      |
| Andrew Holman       | Inspired Services                                      |
| Andrew Robinson     | Gateshead Council                                      |
| Andrew Waller       | Bradford District Care Trust                           |
| Angela Lidgard      | Doncaster and South Humber Healthcare NHS Trust        |
| Annette Morris      | ROOTS  |
| Anona Bradbury      | Older Peoples Mental Health                            |
| Anusha Pillay       | Springfield Univeristy Hospital                        |
| Aseia Rafique       | British Institute for Learning Disabilities            |
| Asif Hussain        | Asian Disability Network                               |
| Awtar K Sagoo       | People in Action                                       |
| Bashir Shah         | Service User   |
| Beth Pinnington     | TACT   |
| Bill Walton         | ROOTS  |
| Bridget Fisher      | Association for Real Change                            |
| Caroline Hattersley | British Red cross Society                              |
| Caroline Keaskin    | Calderdale MBC Health and Social Care                  |
| Catherine Bennett   | Ethnicity Training Network, Leeds University           |
| Chaman Verma        |  |
| Christina Rowe      | NHS (Expert Patients Programme)                        |
| Christine Goodban   | Adur, Arun and Worthing PCT                            |
| Christine Grant     | Nottinghamshire NHS Trust                              |
| Dave Atkinson       | Bradford District Care Trust                           |

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| David Francis     | ROOTS  |
| Debora O'Keefe    | Gateshead Council  |
| Deborah Goodchild | Tees and North East Yorkshire NHS Trust                  |
| Dunya Ahmed       | PhD Student at the University of Warwick                 |
| Fahmida Ashraf    | University of Bradford                                   |
| Faiza Chaudhri    | Oldham PCT   |
| Ferial Abu-Nadi   | University of Warwick                                    |
| Florence McDonagh | St Mary's Hospital, Leeds                                |
| Fozia Waseem      | Calderdale Health and Social Care                        |
| Gail Simmonds     | Adult Resources  |
| George Dean       | Bradford Social Services                                 |
| Georgina English  | Commission for Racial Equality                           |
| Ghazala Mir       | Ethnicity Training Network, University of Leeds          |
| Ghulam Hussain    | Leeds City Council                                       |
| Gillian Harding   | Bradford City PCT  |
| Gillian Warner    | Joint Care Management                                    |
| Graham Duff       | Buckinghamshire Learning Disability Service              |
| Hala Abuateya     | Ethnicity Training Network, Leeds University             |
| Hazel Blackburn   | Centre for Research in Primary Care, University of Leeds |
| Helen Grant       | Sheffield Care Trust                                     |
| Jackie Beavan     | Department of Primary Care and General Practice          |
| Jaginder Sidhu    | St Gemma's Hospice                                       |
| Jan Jeyland       | Rotherham Learning Disability Service                    |
| Jane Danks        | Family Placement Scheme                                  |
| Jane Kaye         | Calderdale PCT Safeguarding Children's Team              |
| Jane McAllister   | Central Manchester PCT                                   |
| Jasbinder Sangha  | Dudley Beacon and Castle PCT                             |
| Jeanne Chadwick   | Moorcare   |
| Joycelin Richards | ROOTS  |
| Julie Breedon     | Kirklees Social Affairs and Health Development Unit      |
| Karl Atkin        | Centre for Research in Primary Care, University of Leeds |

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| Karen Midgley         | Calderdale HBC   |
| Kashif Ahmed          | Wakefield Social Services                                |
| Keith Robinson        | TACT   |
| Kirsty Heimerl        |  |
| Laura Moody           |  |
| Leslie Peace          | Epilepsy Action  |
| Louise Siriwetchaphan | The Wilf Ward Family Trust                               |
| Lynne Howard          | People in Action   |
| Mah Hussain Gambles   | Centre for Research in Primary Care, University of Leeds |
| Maqsood Mohmed        | Bolton Social Services                                   |
| Mark Johnson          | Mary Seacole Research Centre, DeMontford University      |
| Mary Griffiths        | Mid Sussex PCT   |
| Massarrat Hanif       | Bradford City Teaching PCT                               |
| Melanie McCall        | Doncaster and South Humber NHS trust                     |
| Mohammed Sharif       | Bradford City PCT  |
| Nas Khan              | Oldham PCT   |
| Natasha Glynn         | ROOTS  |
| Nasreen Ali           | Centre for Research in Primary Care, Uni. of Leeds       |
| Nicole Connell        | Dumphries and Galloway Royal Infirmary                   |
| Olive Bailey          | Older Peoples Mental Health                              |
| Patrick Edwards       | Leeds West PCT   |
| Patti Sutcliffe       | Bradford District Care Trust                             |
| Paul Regan            | Gateshead Council  |
| Phaik See Smith       | Eastheads PCT  |
| Rajwant Gill          | British Institute of Learning Disabilities               |
| Raul Pardinaz-Solis   | Skillshare International                                 |
| Richard West          | Inspired Services  |
| Rosamund Stocks       | Blaydon Day Centre                                       |
| Rosie Carne           | 16-30 Project  |
| Ruksana Parveen       | Service User   |
| Sami Haider           | Northumberland Care Trust                                |

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| S McNeil                   | Association of Blind Asians                   |
| Sahar Makh                 | PhD student, University of Warwick            |
| Shameen Haleem             | Sharing Caring Project                        |
| Sara Coleman               | ABA Shine View                                |
| Sarah Cooper               | Calderdale Health and Social Care             |
| Sarah Salway               | University of Sheffield                       |
| Savitri Pema               | Bradford District Care Trust                  |
| Sefton Simpson             | Manchester PCT                                |
| Shelley Wagstaff           | Epilepsy Action                               |
| Sheree Margerison          | Bradford City PCT                             |
| Shirley Potter             | Advisory Group Member                         |
| Steve Liddle               |   |
| Sue Crossley               | Bradford City PCT                             |
| Teerath Kaur Sangha-Tiwana | East Berkshire Macmillan Palliative Care Team |
| Zamir Aktar                | Service User                                  |

## List of words often used by the Ethnicity Training Network

|                      |   |
|----------------------|---|
| accessible           | Easy to understand or easy to get to  |
| action               | What is to be done  |
| assessed             | Checked if it is good enough  |
| awareness            | Knowing about something   |
| budget               | Money that is there to pay for something  |
| communities          | Groups of people that live in the same area   |
| criteria             | Rules for doing something   |
| culturally competent | Understands the needs of people from a different culture and acts in a sensitive way                    |
| culture              | A mix of beliefs and customs that influences how people live  |
| database             | The Ethnicity Training Network database is a list of names and addresses that is used to contact people |
| documents            | Something on paper. For example, a letter or a certificate.   |
| e-learning           | Learning things from a computer instead of having a person to train you.                                |
| ethnicity            | Your background or your parent's background. For example, Asian, African or English                     |
| feedback             | Somebody telling you what they think of something you have done   |
| formal agreement     | People agree to do something and if they don't they could be breaking the law                           |
| knowledge            | What you know   |
| network              | Links between people and groups so that they can share information and ideas                            |
| organisation         | For example, a hospital, a school or a community group  |
| recommended          | When someone thinks something is good and tells other people  |
| reviewing            | Looking back at something you have done   |
| service users        | People who use services   |

|           |   |
|-----------|---|
| services  | Groups of people that help you, like doctors, nurses social workers or support workers. |
| skills    | Something that a person can do well   |
| suggested | Gave the idea   |
| training  | Learning about something  |