

Public Trust Board Paper C

Meeting title:	Trust Board					
Date of the meeting:	9 th October 2025					
Title:	Black History Month - Staff Story					
Report presented by:	Clare Teeney, Chief People Officer					
Report written by:	Zoe Marsh, Deputy Chief People Officer Sandy Zavery, Head of EDI					
Action – this paper is for:	Decision/Approval		Assurance		Update	x
Where this report has been discussed previously	n/a					

To your knowledge, does the report provide assurance or mitigate any significant risks? If yes, please detail which

BAF Risks – 06-People. **Culture:** There is a risk that UHL does not consistently embed a culture that promotes inclusion, psychological safety and values-led behaviours, due to inconsistent response to staff feedback and experience survey actions, variation in leadership capability, and inconsistent delivery of EDI objectives across teams, leading to reduced morale, engagement, and staff retention

Impact assessment

The actions within this paper are intended to mitigate as far as possible, patient safety, finance, performance, operational and reputational risks, with oversight through relevant committees to ensure that risk is not elevated in other areas to unacceptable levels as a result.

Acronyms used:

Equality, Diversity and Inclusion (EDI)
Black History Month (BHM)

1. Purpose of the report

To present a staff story in celebration of Black History Month (BHM), sharing the journey of Dumo Ncube, a Bank Healthcare Support Worker at UHL and final-year nursing student, whose story exemplifies the 2025 theme “Standing Firm in Power and Pride.”

2. Background

Leicester, Leicestershire, and Rutland form a culturally diverse region, with Leicester being notably diverse with over half its population from ethnic minority backgrounds, including Indian, Pakistani, Somali, Nigerian, and Caribbean communities. Leicestershire and Rutland have smaller minority populations (10% and 3%, respectively).

Leicester is known for its inclusive cultural life and status as a City of Sanctuary. It hosts one of the UK’s longest-running Black History Month celebrations, now in its 38th year.

According to the 2021 Census, Leicester’s Black population is 28,766 (7.8%), with significant African (21,536) and Caribbean (5,025) communities contributing actively to the city’s civic,

cultural, and economic life. At UHL, we employ a total of 2,617 staff from Black, Black African, Caribbean and other groups (substantive 2,102 and Bank 515), which make up 13.3% of our workforce.

Black History Month is a national opportunity to:

- Honour the strength and resilience of the Black community.
- Recognise the contributions and leadership of Black staff across all roles.
- Celebrate identity, heritage, and excellence within our workforce.

This year's theme—"Standing Firm in Power and Pride"—reminds us that diversity strengthens us collectively and underlines our responsibility to create a culture where every colleague feels empowered to thrive.

3. Black History Month

This year's Black History Month (BHM) month theme is "Standing Firm in Power and Pride," celebrates the resilience, strength, and progress of the Black community worldwide. It honours past leaders and pioneers while looking forward to continued empowerment, unity, and growth.

The theme focuses on two core values: Power and Pride.

It honours visionaries in a variety of settings, reminding us that true power lies in collective strength, courage, and unity for a fairer future. Pride embodies cultural identity, heritage, and Black excellence. It celebrates art, music, and stories passed down through generations, honouring history and boldly embracing the future.

BHM in Leicester is celebrated in true recognition of the community. There are a host of events planned across Leicester. They include:

- Performances such as Black History Month Scratch Night at Curve Theatre;
- Exhibitions such as the Windrush Generations Interpretation Panels touring libraries;
- Cultural events such as the Black Heritage Voices conference;
- Afro Heritage Project event at Jewry Wall Museum, alongside special book displays in all city libraries¹.

UHL will be celebrating BHM by holding stalls at each of the sites promoting our staff networks and celebrating the BHM in all its glory. The events will be supported by our staff network co-chairs, raising awareness of our networks and the value they add to UHL success.

4. Dumo's Story

From uncertainty to purpose

After A-levels, Dumo was unsure of his future career. A shadowing opportunity with an ophthalmologist sparked his interest in healthcare, but it was in supporting ward staff and patients that he discovered his true calling in nursing.

¹ [Serendipity Institute for Black Arts and Heritage](#)

A journey shaped by heritage

Originally from Zimbabwe, Dumo moved to the UK in 2021, facing family opposition to his choice of nursing. The unwavering support of his grandfather, who urged him to treat every patient as though they were family remains his guiding principle. His grandfather's words represent both cultural heritage and timeless wisdom, grounding Dumo in values of compassion, respect, and dignity.

Learning, mentorship, and resilience

During his placement at the Hampton Suite, Leicester Royal Infirmary, Dumo was shaped by mentors who recognised his curiosity and supported his growth. Role models such as Mike and David demonstrated holistic, person-centred care, encouraging him to overcome fears and embrace challenges. Their allyship exemplifies the inclusive culture we aspire to embed across UHL.

Thriving in diversity

Joining the UHL Bank has given Dumo invaluable opportunities to develop in fast-paced clinical environments, particularly A&E, where he thrives on challenge and teamwork. His story illustrates how creating opportunities for diverse talent benefits our patients, our services, and the next generation of NHS leaders.

Why This Matters for Black History Month

Dumo's journey reflects the essence of Power and Pride:

- Power – drawing strength from his heritage, mentors, and community to overcome obstacles and build his future in nursing.
- Pride – embracing his cultural identity and lived experiences to deliver compassionate care and inspire others.

His story reminds us that:

- Representation matters - seeing diverse staff succeed encourages others to join, stay, and thrive in healthcare.
- Allyship matters - support from colleagues and leaders enables potential to flourish.
- Belonging matters - when we treat one another with dignity and respect, we unlock the full value of our workforce.

5. Conclusion

As we celebrate Black History Month, Dumo's story is not only personal - it is symbolic of the progress and potential within our workforce. His journey demonstrates the importance of creating an environment where diverse talent can rise, where allyship is lived daily, and where our values translate into compassionate care.

In sharing this story with the Trust Board, we affirm our commitment to:

- Recognising and celebrating Black excellence.

- Embedding inclusion and belonging in all that we do.
- Building a workforce that reflects and serves our diverse community with pride.

Dumo stands as an example of resilience, aspiration, and compassion. His story embodies what it means to stand firm - in both power and pride.