

Session Title:	Guardians of Healthcare: A co-design WP and EDI project exploring the barriers of Scottish boys into caring professions
Speaker(s):	Gln Morris & Suzanne Ewing
Chair:	Rachelle
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Speaker/Institution Bio/Information:	<p>Glyn Morris, Lecturer, Queen Margaret University</p> <p>Suzanne Ewing, Widening Participation Officer, Queen Margaret University</p>
Overview/Aim of session:	<p>To discuss barriers created with white boys in the caring professional.</p> <p>Create a poster with a lesser known healthcare profession and how to make this with white boys in mind.</p>
Workshop Content	<p>We wish to improve understanding, confront stereotypes, and increase participation of working-class boys into caring professions. By taking a co-design approach, we will include Scottish working-class boys in the dialogue and include their voices in this project.</p> <p>The Scottish NHS records that only 1 in 10 of the nurses are male, and that only 2 in 10 of the allied healthcare professionals (AHPs) are male. In terms of education, 15% of AHPs surveyed by the Health Care Professional Council (HCPC) reported that they attended independent schools, which is significantly higher than the national average of 6.5%. An equal representation of society within the healthcare sector is vital for equity, diversity, and inclusion, and can lead to improved health, social and economic gains.</p> <p>The project was conducted between August to December 2024.</p> <p>This was brought along with the gendered health professions with men wishing to work as an allied healthcare professional (AHP) have been shunned</p>

	<p>and even barred from entering these professions e.g nursing.</p> <p>The gender divide of AHP is 70% females 30% males</p> <p>QMU reports an average ratio of 78.5% of female applicants V 21.43% of male applicants. The conversion rates of application to entrants is 80.84% females to 19.08% males.</p> <p>The aims of the project will be split into 2 phases:</p> <ul style="list-style-type: none"> ● Phase one - Co-designing series of workshops to deliver and examine make masculinity and caring attributes in the context of healthcare ● Phase two - Understanding the boy's comments and looking at biases within the context of healthcare. <p>There are a number of common biases that were found and a lot of them were related to healthcare being more of a womens job, movies represent nurses as females, men can only be doctors/surgeons, women don't recognise as men in the same job.</p> <p>There were also some perceived barriers that came out which include: How society would see you, people see the quality between male and females, It would be perceived as a weird aspiration as it's female dominated industry</p> <p>Their findings/observations to date:</p> <ul style="list-style-type: none"> ● Highlighting masculine traits does not improve male engagement or perceptions of AHP's ● Overcoming anchoring bias - Primary effect to Adjustment Heuristic ● Combatting teacher influence in societal perceptions.
<p>Case Studies/Examples:</p>	<p>They were engaging with 4 schools to take part in the project and the schools were given the topics of the areas they would be covering. Once they were given them 3 of the 4 schools dropped out, however it is unknown why they would have dropped out.</p>
<p>Scenarios/Roundtable discussions:</p>	<p>Created a poster in roundtables where they had to identify a healthcare profession that's lesser known. Create a poster with 3-5 unique points selling the role and present the posters to the group.</p> <p>They shared their posters with the groups around about their discussions</p>

Questions and Answers:	<p>How do I apply this in areas as we do not have healthcare courses?</p> <p>How do you codesign this and the logistical side? 4 targeted schools, looking for 5 boys from each and talking about masculinity 3 schools pulled out. Female teacher at that school was the one who allowed the project to go ahead.</p> <p>How do you address the SEN barriers? It depends on the barrier some need to be there sometimes not.</p>
SummaryKey takeaways:	<p>When they started it was to promote the sector?</p> <p>Talked about biases and what the boys think is the issue. They highlighted them in a few words. It helped them identify some of the issues. Boys were saying that they had to mask certain careers</p> <p>Giving boys the discussion and open discussion about the biased areas mainly dominated by female careers.</p>