

Doreen Black is the Divisional Head of Nursing for the surgical division at The Royal Wolverhampton NHS Trust commencing her role in January 2020. This key role, provides leadership to Matrons, Clinical Directors and Group and Directorate managers in order to implement and deliver clinical services and strategy across the Division. Her role also ensures the nursing agenda is delivered to drive high standards of patient care and experience, along with supporting the development of the nursing workforce. Doreen also holds the position as a Cultural Ambassador within the Trust. The independent role seeks to address the overrepresentation of staff who are Black Asian or minoritised from being treated less favourably in disciplinary processes or and having harsher sanctions imposed.

Doreen gained her RGN qualification in 1990 and completed her BSc (Hons) in Health Studies in 1999 and obtained her MBA in 2004. During her career Doreen has continued to professionally develop herself by undertaking, Teaching and Assessing in clinical practice, General Intensive Care Nursing, Introduction to Quality Assurance, Management Development for clinical staff, Developing Health Assessment and Examination skill in clinical practice qualifications. Doreen also completed the Frontline nursing and midwifery programme and the Ready Now programme with NHS leadership academy.

Doreen joined the Royal Wolverhampton NHS Trust in 1995 as a Senior Staff Nurse working on the Gastroenterology and was promoted to Junior Sister, and then Senior Sister in 2001. During her time working on the ward she led the ward to become an area of excellence where she developed her skills in leadership and succession planning. Doreen also initiated Nurse led abdominal paracentesis ensuring that both herself and other practitioners undertaking this skill were fully competent to undertake the procedure. In 2013 Doreen was successfully appointed to the role of Senior Sister of the Acute Medical Unit within the Emergency Services Directorate, which ensured appropriate patient flow, working closely with the capacity team to enable appropriate bed management for safe, compassionate patient care.

In 2015 Doreen was promoted to her first Matron role here in Gastroenterology and Rheumatology. Working collaboratively with the Nurse Manager in Rheumatology Doreen expanded the teams and restructured the CNS job plans to reduce administrative duties releasing more direct patient care. Using her passion for service improvement she supported further developments of the Nurse lead paracentesis in Gastroenterology which went on to win the HSJ Value in Healthcare award for Managing long term conditions May 2017. Doreen co-authored two articles published in Gastrointestinal Nursing 2016 'Development and cost benefit analysis of nurse led paracentesis and infusion service' and in the British Journal of nursing 'Alcohol related harm: developing a drug and alcohol liaison team'. In November 2017 Doreen volunteered to take up the role of Matron for Haematology and Oncology, providing leadership and supporting the expansion of the Specialist Palliative care team and the Acute Oncology Service. Having a passion for safe effective patient care Doreen led the introduction of Advanced Clinical Practitioners in the Durnall unit, which is the emergency portal Haematology and Oncology patients and help source additional training provider for nurses to undertake Chemotherapy training within the Directorate.

Doreen has been the key note speaker at both the Cancer in Nursing Conference May 2019 and the UK Cancer Nursing Conference in November 2019 which she spoke on Inspirational leadership in nursing. She continually strives to improve patient care through developing staff and services and firmly believes that a diverse workforce which is invested in will provided patients with high standards of care and a workforce which is sensitive to the needs of the patients. Doreen's passion to support staff development and her transformational leadership style has resulted in numerous staff reaching their career potential and led to her being nominated and winning the Windrush 70 Top Leadership Award in 2018. Doreen was also awarded. Doreen received an award for Outstanding Contribution to equality, Diversity & Inclusion in Health and Social Care by the Royal College of Nursing in 2019.

