Title: From Job Description to Role-Based Objective Alignment: An Inclusive Approach to Reducing Differential Attainment in the NHS Nursing Workforce

The rapid transformation of healthcare delivery has widened the gap between static nursing job descriptions and the evolving demands placed on the modern workforce. Nurses are increasingly required to adapt to complex patient needs, technological change and multidisciplinary models of care, yet workplace development pathways often remain generic, compliance-focused and insufficiently responsive to individual roles. This misalignment can limit professional growth and inadvertently reinforce patterns of differential attainment within the NHS workforce, particularly affecting nurses from ethnically diverse backgrounds.

This presentation introduces **Role-Based Objective Alignment (RBOA)** as an innovative workplace education approach designed to bridge this gap. RBOA shifts professional development from passive, standardised training participation toward active, objective-led development that aligns individual roles, service delivery priorities and personalised learning goals. By mapping development opportunities directly to role expectations and service outcomes, the approach supports nurses to build capabilities that are relevant to their clinical context while creating clearer and more equitable pathways for progression.

Framed within the principles of inclusion and organisational accountability, the presentation draws on insights from the Workforce Race Equality Standard (WRES) to highlight how structural inequalities can influence access to opportunities, leadership development and career advancement. Addressing these disparities requires not only monitoring workforce data but also redesigning how professional development is structured and delivered in the workplace.

By personalising training pathways and embedding inclusive development strategies within everyday clinical practice, RBOA aims to ensure that diverse members of the nursing workforce are not left behind but are instead empowered to realise their full potential. The presentation will demonstrate how aligning role expectations, workforce development and service objectives can strengthen workforce capability, enhance staff engagement and ultimately improve patient outcomes. This model positions inclusive workplace education as a critical lever in shaping the future of nursing practice and workforce sustainability within the NHS.