ENT UK and WENTS Statement on ‘manels’

WENTS appreciates that over 83% of ENT consultants are male\(^1\), and that an even larger majority of colleagues in visible roles are male. We value and respect our colleagues, mentors and role models of all genders, ethnicities and backgrounds.

We share the widely held concern that all-male panels (manels) give a poor impression of our specialty, serving to perpetuate the unfortunate stereotype that all surgeons, and all experts, are male. On a positive note, it is increasingly recognised that diversity adds richness of experience, a wider perspective, and more productivity than homogeneous teams\(^2\text{-}^4\).

We therefore encourage our male allies to consider their position on all-male panels and faculties, and to ask themselves whether they know of a worthy female surgeon who could be invited to join them, in order to break the stereotype, to enrich the team, to promote diversity, and to encourage and represent the next generation of colleagues, experts and mentors.

References

1. NHS Digital, NHS Hospital and Community Health Service (HCHS) workforce statistics, 2020, Health and Social Care Information Centre