

Staff Story – UHL BAME Voice

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Trust Board paper C

Executive Summary

Context

Currently 33% of University Hospitals of Leicester staff are from Black Asian and Minority Ethnic (BAME) groups, which is a good representation of the communities we serve. However, the Trust Board have committed to ensuring that this representation is replicated throughout all bands and most specifically senior leadership where levels of representation have increased from 14.42% to 16.02% during 2018/19 against a target of 21.4% by 2023.

National Staff Survey 2018 result WRES measures indicate perceptions of unfairness in relation to career progression (81% of staff believing processes are fair) and experiences of discrimination from managers and team leaders (10% of respondents) and patients, the public and carers (7% of respondents). Under the guidance of Chairman and CEO, the Trust Equality and Diversity Lead organised a group of interested BAME staff to form a group called UHL BAME Voice in May 2018. In July 2018, Dr Biju Simon was elected as Chair of UHL BAME Voice. This group meets every two to three months. The main objective of the group is to support, promote, empower, guide and motivate BAME staff in UHL. UHL BAME Voice gratefully received excellent support from the Trust Board through the CEO and Chairman, HR Department and Organisational Development team.

This group supports our Trust values and is an inclusive and open forum for all staff. This group helps to promote the Equality and Diversity agenda particularly representing the views and ideas for improvement from our BAME workforce. The group recognises that a better engaged and motivated workforce can contribute significantly to better patient care and patient satisfaction.

Questions

1. What is the vision of the group?
2. What has UHL BAME Voice achieved so far?
3. What are the future plans?

Conclusion

- 1.0 UHL BAME Voice** is a group of Black, Asian and Minority Ethnic colleagues who will inspire, motivate and support one another and the Trust in creating an inclusive culture which is representative of BAME staff at all levels of leadership and in all aspects of

recruitment, selection, training/development and promotion, in order to ensure that the Trust is able to provide culturally appropriate services to patients.

2.0 UHL BAME Voice organised multi-layered activities promoting the vision:

- 2.1 Established a group with regular meetings.
- 2.2 Are represented at Equality and Diversity board regularly.
- 2.3 Achieved an agreement on diverse interview panels and first cohort of potential interviewers are trained.
- 2.4 Created the awareness of the BAME staff about their identity and motivated some of them to dream high by encouraging engagement.
- 2.5 Explored the training opportunity possibilities and enquired about use of apprenticeship levy for wider staff group. This work is still ongoing.
- 2.6 In partnership with the wider Leicester organisations, organised reverse mentoring training.
- 2.7 Organised the first BAME conference with an attendance of about 150 delegates. This was well received and well supported by Chairman, CEO, Director of People and OD, Deputy Director of Learning and Organisational Development and NTT DATA team.
- 2.8 Built a momentum among BAME team members with hope, inspiration and passion.

3.0 The network is positive about their future plans:

- 3.1 More inclusive BAME conferences are planned with inclusion of other protective characteristics on 2nd or 9th March 2020. The funding is secured from NTTDATA.
- 3.2 Subject to final agreement of the Chief Nurse – a Celebration of Diversity among nursing is planned as part of nursing week celebration.
- 3.3 Further exploration of training opportunities for example access to courses outside the Trust are under consideration,
- 3.4 Production of BAME pay gap data to be developed following agreement by the Equality and Diversity Board.
- 3.5 Promoting better engagement from BAME group in delivering the UHL Quality Strategy.
- 3.6 Better engagement with 'Becoming the Best' and leadership behaviours programmes.
- 3.7 Further negotiations on implementation of diverse interview panel's data and negotiations on spreading the concept of diverse interview panels at all levels of staff.

Input Sought

We would welcome the Board's input to note the considerable work on-going and to comment on any particular actions relating to:

1. Confirmation that the current priorities and actions are the right ones.

2. Continued improvements to transparency of recruitment processes with particular emphasis on;
 - a. Internal promotions.
 - b. Opportunities – like secondments, projects and overseas recruitment etc.
Gain assurance on the constitution of interview panels.
3. Commitment from Corporate Directors to BAME and other protected characteristic groups identifying any specific actions plans to promote Equality and Diversity
4. Commitment to publish BAME pay gap.
5. A commitment to include E&D as part of CMG regular quality assurance ensuring actions are in place to meet the Equality Duty.

For Reference

Edit as appropriate:

1. The following **objectives** were considered when preparing this report:

- Safe, high quality, patient centred healthcare [Yes]
- Effective, integrated emergency care [Yes]
- Consistently meeting national access standards [Yes]
- Integrated care in partnership with others [Yes]
- Enhanced delivery in research, innovation & ed' [Yes]
- A caring, professional, engaged workforce [Yes]
- Clinically sustainable services with excellent facilities [Not applicable]
- Financially sustainable NHS organisation [Yes]
- Enabled by excellent IM&T [Yes]

2. This matter relates to the following **governance** initiatives:

- a. Organisational Risk Register [Not applicable]

If YES please give details of risk ID, risk title and current / target risk ratings.

Datix Risk ID	Operational Risk Title(s) – add new line for each operational risk	Current Rating	Target Rating	CMG
XXXX	There is a risk ...			XX

If NO, why not? Eg. Current Risk Rating is LOW

- b. Board Assurance Framework [Yes – part of People Strategy]

If YES please give details of risk No., risk title and current / target risk ratings.

Principal Risk	Principal Risk Title	Current Rating	Target Rating
No.	There is a risk ...		

3. Related **Patient and Public Involvement** actions taken, or to be taken: [TBC]
4. Results of any **Equality Impact Assessment**, relating to this matter: [Yes]
5. Scheduled date for the **next paper** on this topic: TBC
6. Executive Summaries should not exceed **4 sides** [My paper does comply]
7. Papers should not exceed **7 sides.** [My paper does comply]