

Race: A Glacial Concept

Festival of Governance (Diversity Week)

Wednesday 2nd September 2020

Who we are



Our USP	A group of BAME NHS NEDs who together bring knowledge, skills and our unique cultural intelligence to help the NHS govern more effectively.
Vision	NHS Boards that reflect the ethnic diversity of patients and communities they serve
Purpose	To strengthen BAME NED representation and voice on NHS Boards
Values	To provide insight with evidence, excellence and integrity

Represented today by Dal Babu OBE (Chair), Cherron Inko-Tariah MBE (VC), Sola Afuape MBE

What we will cover:

- Fly on the wall insight into a NED review
- Provocative challenge on the glacial pace of race
- Interactive discussion



Fly on the wall...



Let's watch as a NED receives feedback about her first year...

Watch, observe and challenge

<https://youtu.be/jHLhHXjCWe0>

Immediate Thoughts...



Recruitment & Representation



- How is your Board assured that it has inclusive and fair recruitment practices?
- By 2025 Sir Simon Stephen's has pledged that 19% of his staff will be from a BME background. This will mean almost 1,000 more staff from BME backgrounds will be in senior roles at the centre of the NHS by 2025, where will your Board be?
- What is the level of ambition in your organisation?
- Does your Trust have stretching targets?

What can you do?

What does effective recruitment look like?

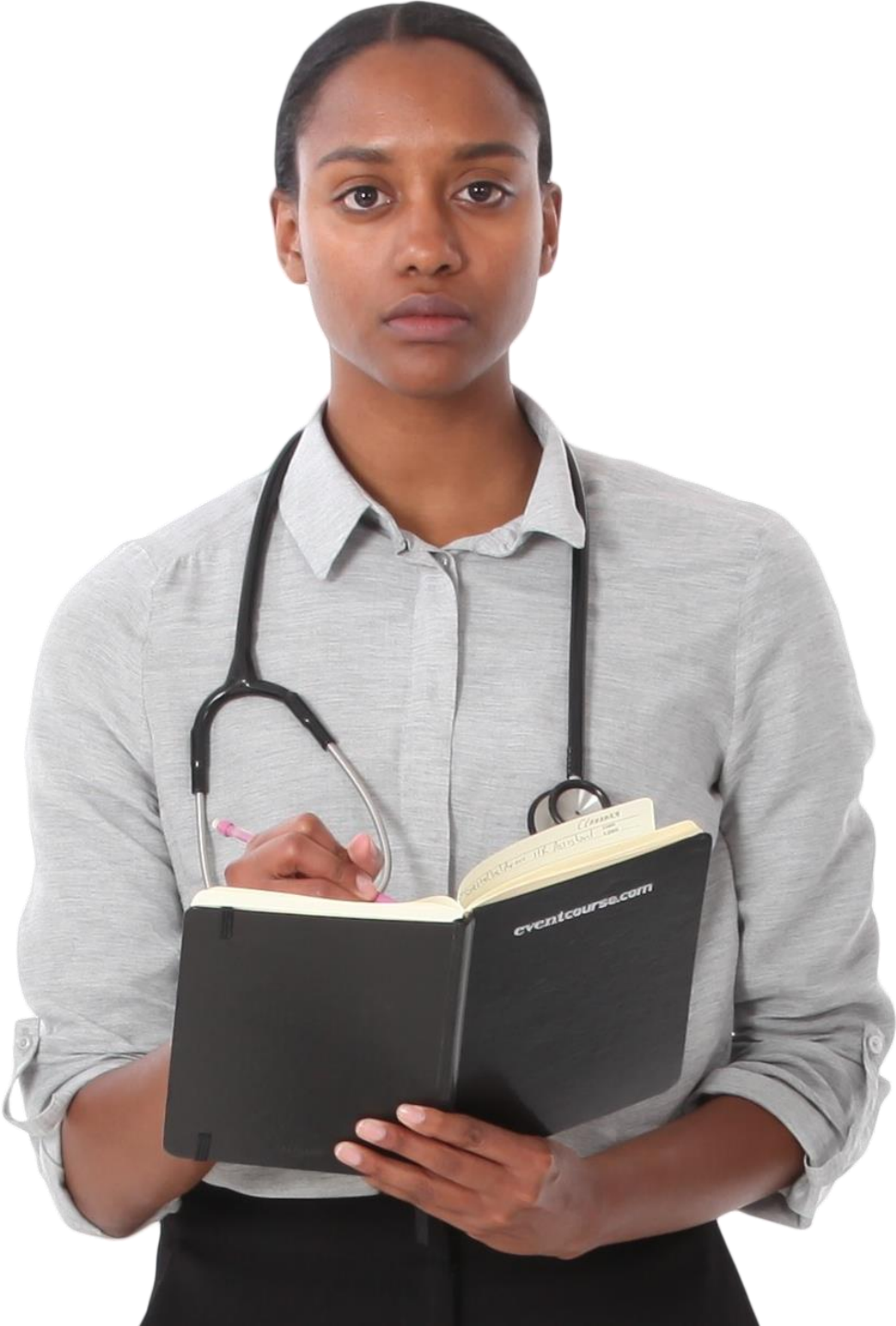


- Reflective Board development in preparation for a diverse Board and organisation
- A commitment to a long term but progressive plan and action with limited reliance on stop/start 'quick wins' and 'quick fixes'
- Stretching targets year on year with data driven deep dives into 'hotspot' areas at divisional level
- Junior grade equality and diversity leads or a single BAME person on a recruitment panel **can not** hold senior managers to account who do not follow inclusive practices - more effective strategies are required
- Shadowing and career opportunities that expose BAME staff to the nuances of senior level leadership

Retention & Progression



- Since 1948 the NHS has recruited 1000s of staff from all over the world to sustain and develop its services. In 2018 a quarter of nurses and midwives and around half of hospital doctors have BAME heritage. Only recently has attention focused on the significant contribution these individuals have made to the NHS.
- BAME staff have worked with ambition and passion across all parts of the NHS, often in the most challenging locations such as deprived inner-city areas, and have shaped the way many specialties and services are delivered.



Equality Tools

- NHS Workforce Race Equality Standard
- Staff survey
- Seacole Group
- Staff Networks
- Model Employer

...and more recently

- NHS People Plan 2020/21

The People Plan 2020/21



- Overhaul recruitment and promotion practices to make sure that staffing reflects the diversity of the community, and regional and national labour markets.
- **INFLUENCE AND NOT JUST REPRESENTATION**
- Discuss equality, diversity and inclusion as part of the health and wellbeing conversations described in the health and wellbeing table.
- **DIFFICULT CONVERSATIONS - WHAT HAS THE DATA SAID FOR THE LAST 5 YEARS?**

The People Plan 2020/21



- Publish progress against the Model Employer goals to ensure that the workforce leadership is representative of the overall BAME workforce.
- **DO YOU KNOW WHAT YOUR MODEL EMPLOYER GOALS ARE FOR YOUR TRUST/ORGANISATION?**
- Across the NHS we must close the ethnicity gap in entry to formal disciplinary processes. By the end of 2020, 51% of organisations expected to have eliminated the gap in relative likelihood of entry into the disciplinary process.
- **THE NHS DISCIPLINE DISPROPORTIONALITY IS ON A PAR WITH THE MET POLICE!**

Straw Poll



What does the Black or Asian NHS employee tell their son or daughter who is thinking of joining the NHS:

1. Join it is a great organisation that gave me every opportunity .
2. Steer clear! Don't join look at my experience.
3. **Not perfect but i see real change.**

Accelerating the pace



- By failing to make this a priority, have you been unintentionally complicit in perpetuating racial group inequalities? What about acceptable inertia?
- Ask yourself, have you ever unwittingly implemented or witnessed 'Tone Policing' or 'Gaslighting' when challenged about race or the WRES?
- Allyship helps to accelerate the pace – **what can you do?**

What is an ally?



To be an ally is to unite oneself with another to promote a common interest.

Being an ally is:

- More than being sympathetic towards those who experience discrimination.
- More than simply believing in equality.
- Being willing to act with and for others in pursuit of ending oppression and creating equality.
- Owning your mistakes and be proactive in your education, every day.

"It is not enough to be compassionate. You must act." (14th Dalai Lama)

In summary...



**We need to achieve on race equality
in the NHS at a quicker pace**

**Our workforce expect it
Our communities deserve it
Our patients need it**

This is a movement not a moment...

Carpe Punctum!



Questions





THE
SEACOLE
GROUP

The Network for
BAME NEDs in the NHS

Thank You

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