

Board of Directors Meeting in Public

Subject:	Equality, Diversity and Inclusion Update	Date: 4 th March 2022		
Prepared By:	Ali Pearson, Equality, Diversity & Inclusion Lead			
Approved By:	Clare Teeney, Director of People			
Presented By:	Clare Teeney, Director of People			
Purpose				
To provide the Board with an update on the launch of the new Anti-Racism Strategy at the Trust and to provide a brief update on current and future activity under the EDI agenda			Approval	
			Assurance	
			Update	X
			Consider	
Strategic Objectives				
To provide outstanding care	To promote and support health and wellbeing	To maximise the potential of our workforce	To continuously learn and improve	To achieve better value
X	X	X	X	X
Overall Level of Assurance				
	Significant	Sufficient	Limited	None
	X			
Risks/Issues				
Financial	None			
Patient Impact	None			
Staff Impact	None			
Services	None			
Reputational	None			
Committees/groups where this item has been presented before				
N/A				
Executive Summary				
Background				
<p>The Trust is very proud of its diverse workforce; 18% of our colleagues are from ethnic minority backgrounds (ESR data, Dec 2021). Sadly though, our year-on-year staff survey results show that abuse towards ethnic minority colleagues is greater than it is for other colleagues.</p> <p>The Trust has implemented campaigns to reduce instances of abuse against our staff, most recently, our 'No Excuse for Abuse' campaign which ran in the Spring/Summer of 2021. However, we have not dedicated a campaign to address the racism towards colleagues that occurs from patients, family members and/or other visitors but also from other colleagues and managers.</p> <p>Whilst the Trust acknowledges that abuse of any kind is not acceptable towards any of our colleagues, we felt we needed to take action to tackle the issue of racism in our hospitals and our community.</p>				

The Facts

Our staff survey results for 2020 (measuring colleague experience for the 2019/2020 period) showed the following.

Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months

BME	26%	↑	1.7% increase
White	23%	↓	2.9% decrease

Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months

BME	26%	↓	1.4% reduction
White	21%	↓	2.4% reduction

In the last 12 months have you personally experienced discrimination at work from any of the following Manager/team leader or other colleagues

BME	15%	↑	2% increase
White	5%	↔	Stable

As can be seen from the tables above, not only has abuse towards ethnic minority staff increased on the whole, but we're also seeing a marked difference between abuse against BME colleagues versus other colleagues; particularly concerning is the 5% difference in colleague-to-colleague abuse and the 10% difference in abuse from managers.

In addition to our staff survey results, we have also seen an increase in conversations amongst BME colleagues where personal experiences have been shared and fed back to our EDI Lead; we are grateful to colleagues who have spoken up about this and have raised their concerns. It is their experiences that have helped shaped the development of the strategy.

The Strategy

We have six key areas for development and learning for colleagues, patients and the local community:

- The predominant aim of the strategy is to protect our staff from harm
- Communication – our anti-racism message will be visible
- Raising awareness – we will celebrate diversity through local and system events
- Training and education – we will ensure all colleagues are equipped to recognise racism and microaggression and are confident to act when incidents occur
- Staff networks and Freedom to Speak Up – we encourage colleagues to join our Ethnic Minority staff network and to speak up; racist abuse and any forms of abuse are not 'part of the job' or 'part of life'
- Managing complaints - Complaints arising as a result of intervention to prevent or stop racial abuse towards colleagues will be managed sensitively and appropriate support will be provided for the victim of the abuse

Our anti-racism stance is simple, yet strong: **Racism does not belong here, our staff do.**

The Launch

We launched the strategy on Wednesday 9th February during UK Race Equality Week. Ali Pearson, our EDI Lead joined Dave Selwyn for the weekly staff brief to advise colleagues of the strategy and its importance. In addition to staff brief, posters to support the strategy have been delivered to all wards and departments:



Ali also provided drop-in sessions at various times on the 9th, 10th and 11th February and daily during week commencing 14th February to answer any questions from colleagues and also to promote the actions needed from individual colleagues to promote and support the anti-racism message.

Press Coverage

Our strategy launch had interest from the local press and was featured on the following websites:

- Nottingham Post
- Mansfield and Ashfield Chad
- Mansfield 103.2

News Coverage

In addition to press coverage, ITV Central News picked up our story and visited King's Mill Hospital on Friday 11th February to film Ali Pearson, Darrell Kawooya (Junior Doctor who was racially abused in EAU by a patient during his placement at King's Mill Hospital) and Suman Dove (Ethnic Minority staff network lead). The news story aired on the evening news on Tuesday 15th February. ITV Central also placed an article on their website which featured an extended interview with Darrell. This was also shared on the news outlets Facebook page where we received overwhelmingly positive support from the public.

Taking Action

We are now working with colleagues to ensure that they adopt the actions from the strategy in their operational environments which include prompt responses to racist abuse in accordance with our Violence and Aggression at Work policy, refusing treatment and the provision of a Critical Incident flow-chart for all departments to enable all staff to respond quickly and efficiently to incidents.

We will be reviewing our Mandatory training for EDI and will be ensuring this is an annual requirement from April 2022 onwards. We are planning to launch a suite of EDI e-learning courses during NHS Equality, Diversity and Human Rights week in May and in the meantime, colleagues have been contacting Ali Pearson for individual and team support where required.

Ali will also be supporting induction for Junior Doctors, Clinical Fellows and international colleagues to ensure they are fully aware of the support in place in the event that they become a victim of abuse.

There is much to do but the launch has been a very good start to this important work. We will provide updates on the on-going actions from the strategy via the People, Culture and Improvement Committee.

Summary of other EDI developments

- Our EDI policy is currently under review and is due to be published on 1st March; Zero Discrimination Day.
- Sherwood has launched a new staff network for Carers; the network had their inaugural meeting on Wednesday 16th February
- The Trust will become as a host employer for Project SEARCH and create a partnership that will create a sustainable pathway to work for people with learning disabilities and neurodiversity conditions through an internship in the learners final academic year which, it is hoped, will lead to employment.

This is a hugely exciting development for Sherwood and our first students will join us in September 2022. Internships during the first year will offered within Estates and Facilities. It is hoped the programme can be rolled out Trust-wide in 2023 to provide even more young people with an internship and the opportunity of employment to improve social and economic futures from this very marginalised group.