

Board of Directors Meeting in Public

Subject:	BAME during Covid-19 / Black Lives Matter	Date: 2 nd July 2020		
Prepared By:	Rajdeep Basra-Mann – HR Business Partner			
Approved By:	Rob Simcox – Deputy Director of HR			
Presented By:	Clare Teeney – Executive Director of People and Culture			
Purpose				
This document provides a current update and assurance associated the work that has been done to support BAME staff during COVID-19 and the Trust’s response to Black Lives Matter.			Approval	
			Assurance	X
			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	
Overall Level of Assurance				
	Significant	Sufficient	Limited	None
		X		
Risks/Issues				
Financial	Improving productivity and workforce utilisation and impact			
Patient Impact	Maintain safe staffing levels and a good patient experience			
Staff Impact	Improve working lives			
Services	Staffing levels impact service and bed availability			
Reputational	SFH recommended as a great place to work			
Committees/groups where this item has been presented before				
None				
Executive Summary				
<p>This report provides an update to the Board of Directors on the workforce implications and considerations that have taken place due to the impact of COVID-19 on Black, Asian and Minority Ethnic (BAME) staff and Black Lives Matter.</p> <p>The report also details the support we have provided to our BAME colleagues and what steps we are working towards on the EDI agenda, with particular reference to our BAME colleagues.</p> <p>Recommendation</p> <p>The Board are asked to take assurance from the document that we are working with our BAME colleagues to provide support during the pandemic. More broadly we are continuing to listen, learn and understand what we need to do to improve inclusivity and staff experience at the Trust. This is a strategic priority for us and one we take seriously recognising that there is significant work for us to do.</p>				

Black Lives Matter

The death of George Floyd in the US was a horrible incident that impacts all of us. The aftermath across the US and around the world shows us that there is growing anger at the injustice of racism.

We are against every form of racism and are proud to support the Black Lives Matter movement. We will continue to do everything we can to stand up to racism and help tackle every form of prejudice.

SFH issued a joint statement that was sent out to all staff on the 12th June 2020 by the ICS Chief Executives stating the commitment to tackling discrimination in any form to our BAME colleagues.

BAME Staff

The emerging national evidence about the impact of Covid-19 upon BAME communities is a cause for concern. This shines a light on our responsibility both as an employer and a provider of acute services to our local communities, to address inequality of experience and promote inclusion in everything we do. This is a responsibility we take extremely seriously. This report will detail the steps the Trust has taken to support our BAME colleagues to date and provide details on the work we are taking forward.

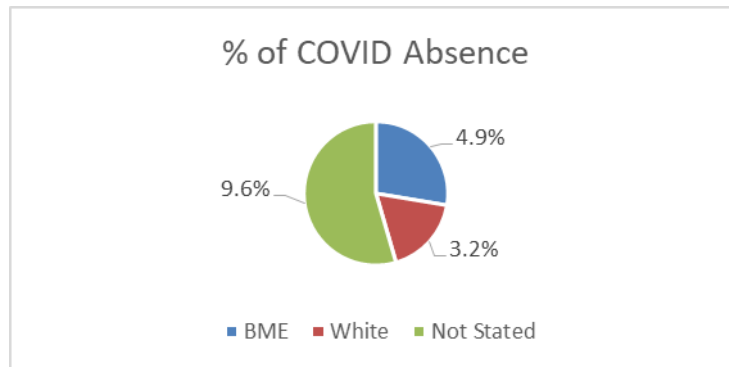
SFH employs a total of 773 BAME staff, this includes Bank and ROE staff.

Table 1: BAME Staff Grouping:

Professional Group	Headcount
Add Prof Scientific and Technic	25
Additional Clinical Services	88
Administrative and Clerical	50
Allied Health Professionals	15
Estates and Ancillary	8
Healthcare Scientists	6
Medical and Dental	395
Nursing and Midwifery Registered	186
Grand Total	773

The national media have highlighted a disproportionate impact of the effects of COVID-19 on BAME communities, with COVID-19 related deaths being as much as 27% higher in this group. Within the Trust we are monitoring our absence information. We have also ensured that throughout the pandemic our incident management arrangements are continually reviewed and that staff representation in these is diverse.

During the pandemic 4.9% staff who have declared themselves as BAME backgrounds on ESR have been absent with COVID related absences, compared to 3.2% of white staff.



SFH Sickness Absence Data BAME v Non-BAME as at 24th June 2020

Table 2: Workforce Loss by Ethnic Groups as of 24th June 2020

Row Labels	Precaution - COVID19	Sickness - COVID19	Shielded - COVID19	COVID19 Workforce Loss	Non COVID19 Sickness	Absence Total	Total Staff
BME	17.78%	15.15%	14.56%	15.47%	6.36%	11.02%	10.92%
White	75.56%	81.82%	81.55%	80.11%	91.33%	85.59%	87.50%
Not Stated	6.67%	3.03%	3.88%	4.42%	2.31%	3.39%	1.58%

You will be able to see from Table 2 the breakdown of COVID related absences by ethnicity groups. Sickness due to COVID is higher for BAME staff (15.5%) compared to non COVID sickness (6.36%) whereas for white staff non COVID related sickness is higher (91.33%) compared to COVID related sickness (81.82%). This highlights the disproportionate impact of COVID-19 on BAME staff.

Consideration also needs to be taken into account for BAME staff that are shielding. When they are due to return to work at the beginning of August, we need to ensure they are supported as a vulnerable staff group. A Return to Work Policy and support pack has been put together for line managers and the HR team will also work with the Divisions/Corporate areas in supporting staff back to work safely.

Moving forward we will continue to monitor and act on the sickness data to support our staff. A summary of the support to date is detailed below:

- Individual Staff Risk Assessments
- BAME staff can access support from SFH BAME Staff Network
- Access to the Trust's Wellbeing support
- BAME staff can access Antibody Testing by contacting the Occupational Health Department.
- BAME staff can have a swab test if they have symptoms of COVID-19 or are self-isolating
- All staff can access the COVID-19 information on the Trust's intranet page, which details Frequently Asked Questions for staff and Managers Guidance Notes.

- Access to the Trust's Vivup Counselling service, this is a 24/7, 365 days a year confidential counselling service.
- Staff can call Occupational Health for advice and guidance
- Staff can call HR for advice and guidance
- A manager can complete a COVID-19 Occupational Health referral for staff
- All staff have access to Freedom to Speak Up Guardians

As of 23rd June 2020, 258 BAME staff have accessed Antibody testing compared to 1736 white staff. The Trust has commenced the roll out of antibody testing and the high risk/red areas within the Trust for frontline staff were approached first as part of the roll out. BAME staff who would like an antibody test before roll out reaches their area can access this by contacting the Occupational Health Service who will be able to book them an individual appointment.

As of 24th June 2020, 49 symptomatic BAME staff have had COVID swab tests compared to 301 symptomatic white staff who have had COVID swab tests.

Individual Staff Risk Assessments

Preserving and protecting the health, safety and wellbeing of staff and keeping well is critical for the NHS and we want to do what we can to support the physical and mental wellbeing of everyone within the Trust as we all continue to deliver services through this challenging period. To ensure that we keep our staff safe at work we have reviewed the staff risk assessment that is in place and updated it.

This is an evolving topic and the guidelines are continually changing. The Trust will continue to refresh the advice in line with national guidance.

The process was reviewed and communicated out to all staff on the 23rd June 2020, where staff were informed if they fitted at least one of the criteria's they would be required to inform their line manager to have a staff risk assessment completed if they have not done so already.

This process also involves managers informing the HR Business Partner Team of the completed staff risk assessments so we can collate numbers, monitor the outputs and support any adjustments. This process includes collating details for BAME staff as well as staff who are over the age of 70, pregnant staff, male staff, staff with underlying health condition, staff with a BMI greater than 40 (or >35 in BAME group).

With the revised process being introduced the HR team are working through the risk assessments that have been completed. Moving forward we will be providing a monthly update to Trust Board on the number of completed risk assessments including those for BAME staff. This will also be reported to NHSE/I.

The Trust can analyse the number of risk assessments completed against our workforce profile and identify any gaps or areas of concerns.

Medirest will also be using this revised risk assessment process.

Questions & Answer Session held with BAME colleagues

On Thursday 18th June 2020 a Question and Answer session was held with BAME staff. The purpose of the session was to listen, learn and understand from colleagues about some of the issues that are particularly relevant to them, and to provide feedback to questions raised. We acknowledge that this is a worrying time for all our colleagues and particularly our BAME colleagues and their families.

The panel consisted of Richard Mitchell, Chief Executive, Clare Teeney, Director of People, Dr Noor, BAME Champion/Associate Medical Director (Appraisal & Revalidation), and Raj Basra-Mann, BAME Champion/HR Business Partner.

The session had 25 staff join and was positively received and a number of initial outputs were discussed for the Trust to progress, these are detailed at the end of the report. Risk assessments were also a key part of the discussion.

Letter to BAME staff

On 4th May 2020 the Chief Executive wrote to all BAME staff outlining the action SFH is taking to continue to support staff's health, safety and welfare during COVID-19. A follow up letter will also be sent to BAME staff week commencing 29th June 2020 detailing what actions the Trust will take to support BAME staff moving forward.

BAME Staff Network

The BAME network had 40 members in May 2020, following the Q&A session for BAME staff on the 18th June 2020, 5 staff expressed an interest in joining the network, with a total of 45 members now.

The last BAME Network meeting was held on the 20th May 2020, and in this meeting the network explored the disproportionate impact of Covid-19 on the BAME community and one of the actions resulting from this conversation was a small group from the network worked with the HR Business Partner to shape our review of the Individual Staff Risk Assessment process.

The next BAME Staff Network meeting will be held on the 15th July 2020. We are proactively encouraging BAME colleagues to join the staff network. Colleagues can do this by emailing the BAME Network sfh-tr.bme.support@nhs.net

Workforce Race Equality Standard (WRES)

The WRES for 2020 was due for submission in July this year, however due to COVID-19 NHS England/Improvement announced in April 2020 that the WRES was being suspended for this year. As COVID-19 has highlighted the critical importance of workforce equality, NHS England/Improvement have therefore decided that the WRES implementation, including data collections, will continue as usual this year.

As required the Trust will collect this data and submit to NHS England/Improvement. This data with the on-going support of and engagement from our BAME Staff Network will help shape our WRES action plan and strategic and operational priorities. We believe that it is critically important that this is co-produced.

Initial Actions Moving Forward over the next 6 months

Moving forward we will be taking these actions forward:

- Continuing to raise awareness with the Board of Directors through Board Development Sessions
- Ensuring that our data records are as accurate as possible
- Developing and implementing (September 2020) a parallel mentoring programme, starting with BAME staff.
- Continue to review and update our Individual Staff Risk Assessment Process.
- Submitting our WRES return between 6th July – 31st August 2020 and co-producing the action plan and publishing it by the 31st October 2020.
- Supporting Black History Month (October 2020)
- Working to secure funding within the ICS to deliver further local Stepping Up development Programmes for BAME staff.
- Revising our Equality, Diversity & Inclusivity Training for all staff including at induction
- Reviewing our workforce policies to ensure that they are inclusive and culturally sensitive
- Providing Training to develop 'Expert Recruiters' who will provide input to our recruitment processes including those at a senior level.
- Providing specific support to staff groups including our staff we have recruited from overseas
- Supporting our staff to raise concerns and providing psychologically safe spaces to have open conversations. Continuing to develop our diversity networks will help us to do this.
- Ensuring that we support our colleagues in circumstance where they directly and indirectly experience unacceptable behaviours from patients, members of the public and each other. We will continue to raise awareness on this and review our reporting arrangements to ensure that levels of unacceptable behaviour are visible and transparent so that they can be acted on.

We are committed to ensuring that the Trust is an inclusive workplace and one where staff experience is good and consistent. To do this we recognise there is a lot to understand and also act on. We will ensure that we allocate the resources to support this work and will learn from others outside of the organisation drawing on expertise that can help us.