




Advancing race equality by building a culture of accountability

5 February 2024

The Leading Integration Peer Support Programme

- Supports local systems through a **Sector Led Improvement methodology for the sector, by the sector**
- NHS England commissions NHS Confederation, Local Government Association and NHS Providers to deliver a range of free, bespoke support for local health and care systems/places
- Use only expert peers who act as **'critical friends'** to facilitate, advise and constructively challenge local leaders to support progress against ambitions or system issues, and agree next steps.
- Support offer includes peer reviews, leadership development sessions, best practice workshops
- To share learning we run a series of dissemination events, this session is our 9th event. Previous events/useful resources can be found here:

<https://www.nhsconfed.org/what-we-do/peer-support>



“This peer support programme is an excellent opportunity to step back and take stock with people who have real experience and credibility. But it’s not for the faint hearted – we must be willing to hear the hard truth and to then act accordingly. Change is uncomfortable but necessary and this programme helps us to achieve real transformation”

Dame Gill Morgan,
ICB Chair, One Gloucestershire



The essential role of board leaders in driving improvements for EDI and embedding inclusive leadership

Cedi Frederick, Chair
Kent and Medway ICS

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News



Trust boss: Minority staff 'could be put off applying' for teams which lack diversity

15th December 2023

A trust chief executive has said people from minority ethnic backgrounds "could be put off applying" for roles in teams which lack diversity.

Elliot Howard-Jones, who leads Hertfordshire Community Trust, has warned it is a "risk" not to challenge a lack of diversity among the workforce.

He said his trust has identified staff teams lacking in diversity and has begun "conversations" with them to understand the reasons behind this and take action. He said these discussions should be carried out in an "inquiring," rather than punitive way.



News



Minister: There's systemic racism in the NHS

1st December 2023

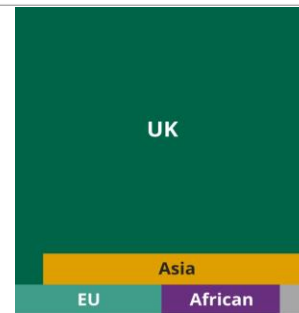
A health and social care minister privately said there was "systemic" racism within the NHS and called for an investigation into it.

Helen Whately told Matt Hancock of her belief in a private message which was today shown to the covid public inquiry.

An inquiry hearing with Mr Hancock – who said he agreed with the point – was shown an exchange between Ms Whately, then care minister, and Mr Hancock in June 2020.

The Guardian had reported the previous day that an internal report had found systemic racism at NHS Blood and Transplant.

Ms Whately, who is now minister of state covering social care and urgent and emergency services, said: "I think the same next steps proposed are



Most common nationalities of NHS staff, June 2023

	British/UK	1,151,394		Pakistani	7,082
	Indian	60,533		Ghanaian	6,134
	Filipino	34,652		Romanian	6,018
	Nigerian	22,851		Zimbabwean	5,917
	Irish	13,711		Spanish	5,114
	Polish	11,606		Egyptian	4,148
	Portuguese	8,339		Nepalese	3,562
	Italian	7,302		Greek	3,469

Most NHS staff in England are British, but around 19% are not. **Around 265,000 out of 1.5 million staff reported a non-British nationality in June 2023**, up from 220,000 a year earlier This amounts to nearly one in five of NHS staff with a known nationality.

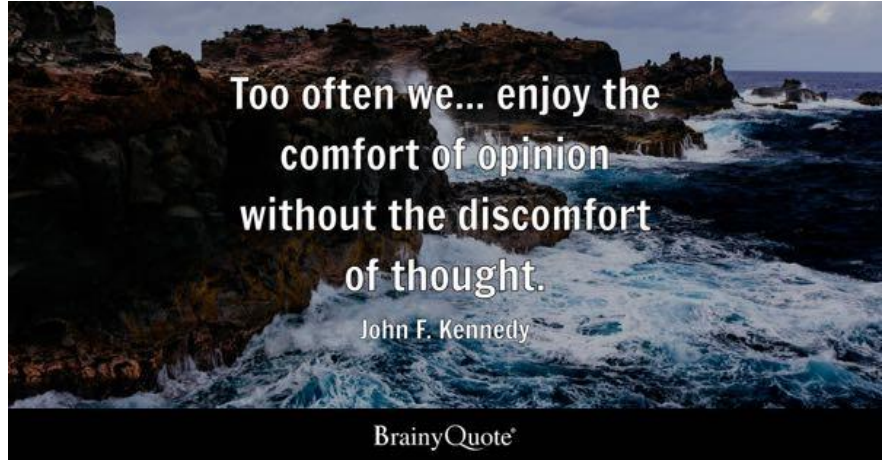


When you're
uncomfortable, that's
when you learn
something new about
yourself.

Arca

BrainyQuote®

**TO BE OUTSTANDING:
GET COMFORTABLE WITH
BEING UNCOMFORTABLE**



Too often we... enjoy the
comfort of opinion
without the discomfort
of thought.

John F. Kennedy

BrainyQuote®

Great things
never came
from comfort
zones.

Michelle Cox

Jama and Mntonintshi



NHS Blood and
Transplant

Richard Hastings

Samira Shaikh

Akinmeji



How have North West London approached their work to become an antiracist system and embedded accountability within their processes?

Kevin Croft

Joint Lead Chief People Officer NWL ICS and
CPO Imperial College Healthcare NHS Trust

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NWL ICS: System-level priorities and actions

Our ambition is for a more **representative workforce** at all levels of seniority, that matches the population we serve and a more equitable and **just culture**.

At system level there are 3 interdependent programmes of work that report to the People Board and the Race Equality Steering Group:

1. ICS Workforce Programmes to

- Expand and diversify **routes into employment**
- Drive positive action interventions that **shift the dial to increase black and ethnic minority staff in senior roles** by delivering the model employer goals across NW London
- Implement **new ways of working to support new models of care** through the deployment of new roles as part of a wider transformation programme.

2. Health Equity Programme with a focus on:

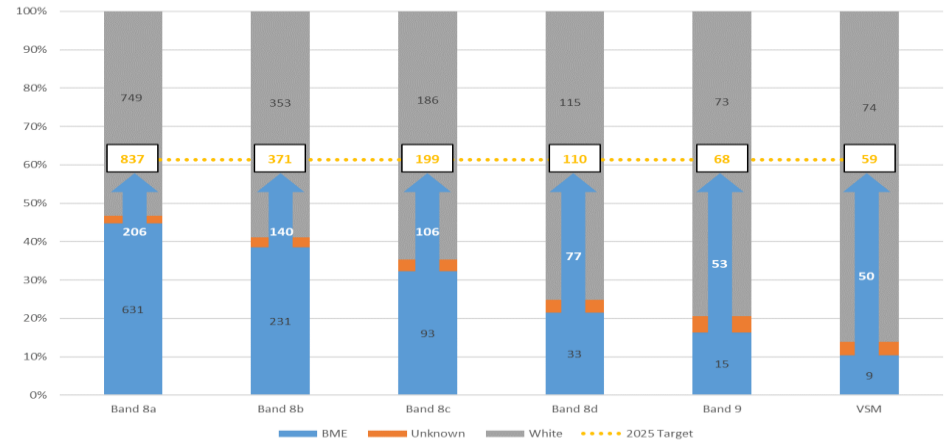
- Identifying and tackling inequalities in access, experience and outcomes and addressing structural racism
- Population health management to build skills, knowledge and expertise across the system
- Partnership working on the wider determinants of health

3. Develop an overarching system Anchors approach by:

- Adapting the way we employ people, purchase goods and services, and use building and spaces.

Acute Provider Collaborative: Model Employer Goals

- Model Employer Goals (MEG) look at the level of recruitment required to achieve equity and representation of Black, Asian and minority ethnic people within the senior workforce (bands 8a to VSM)
- Model Employer Goals also assess the trajectory of recruitment required to reach equity by March 2025.



Actions being taken and developed to support MEG goals across the APC:

- Board and Committee equity objectives reporting to Board in Common
- Multi-disciplinary and stakeholder EDI improvement group
- Data monitoring and collaborative accountability through People Committee in Common
- Positive action development programmes and succession planning to identify, support and promotion of talent
- Inclusive recruitment and tracking outcomes for roles at band 7+
- Sharing and rolling out good practice and collaborative actions



Culture vs compliance: Where does the balance lie?

Dr Shehla Imtiaz-Umer
GP Principal in Derby & EDI Director for General Practice Taskforce

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The context



Racism and Discrimination – the experience of primary care professionals in the Humberside region

April 2021

Medical Workforce Race Equality Standard (MWRES)

MWRES indicators for the medical workforce 2020

July 2021

Doctors consider high levels of racism in the NHS to be a ‘debilitating’ problem, finds largest survey of racism in medicine



Exclusive: GPs’ survey finds race discrimination in NHS treatment of primary care

By Nick Kitano | 9 March 2021

A survey of an area’s GPs and other primary care staff found those from a minority ethnic background feel they are less involved in decision making and less respected by their colleagues, according to results shared with HSJ.

NHS Workforce Race Equality Standard (WRES)

2022 data analysis report for NHS trusts

February 2023



Medical Workforce Race Equality Standard (MWRES)

A commitment to collaborate The First Five

February 2023



General Medical Council

General Practice Task Force Derbyshire



Derbyshire General Practice Discrimination – A report on racial, ethnic and religious discrimination experiences

December 2021

Author: Dr Shehla Imitiaz-Umer BSc (Hons), MSc, BMBS, MRCPGP, DRCOG, DCH
GP Task Force Equality, Diversity and Inclusion (EDI) Fellow
@drshehla

Experiences of Racial Discrimination and Harassment in London Primary Care



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Home » News » Workforce » Nine in 10 doctors concerned about racism in medicine, finds BMA survey

Nine in 10 doctors concerned about racism in medicine, finds BMA survey



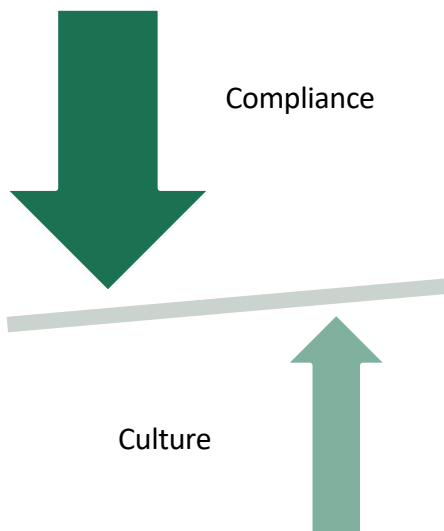
Racism in medicine



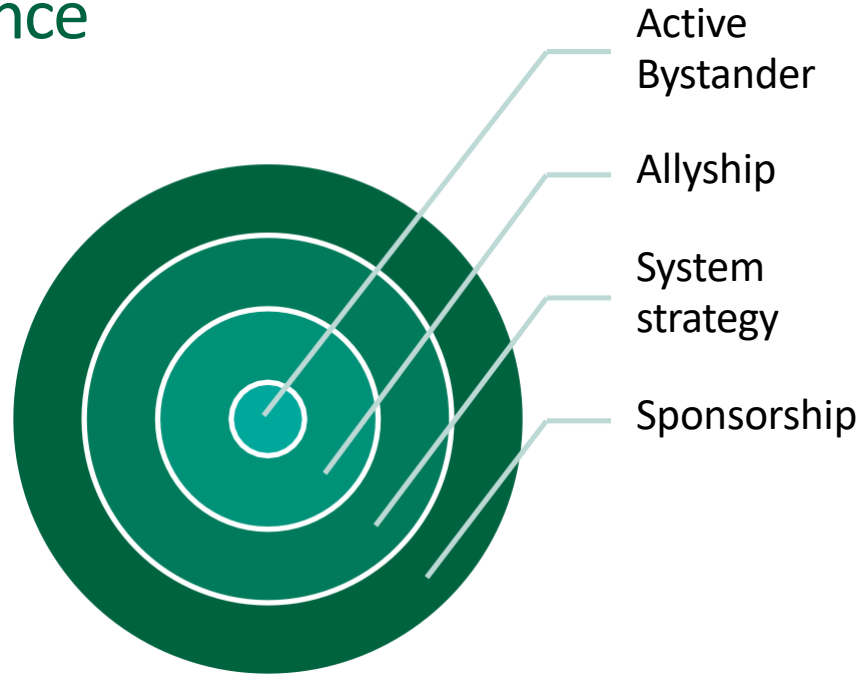
Leeds Whole General Practice Workforce Survey Report

November 2021

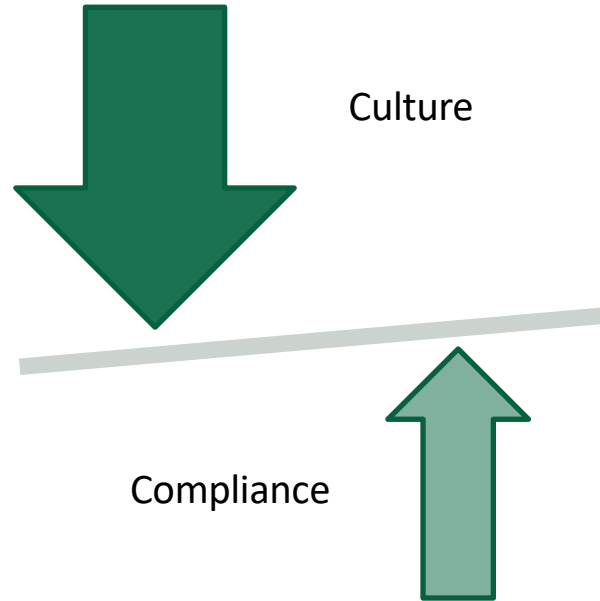
Culture vs Compliance



Culture vs Compliance



Culture vs Compliance





DIVERSITY EQUALITY INCLUSION

General Practice Task Force Derbyshire
Equality, Diversity and Inclusion Team present:
"Lunch and Learn Empower Hour" Programme

An educational and empowering programme of events for all of General Practice to attend.

20 WED 22ND FEB	WHAT IS EQUALITY, DIVERSITY AND INCLUSION & REVERSE MENTORING?	23 WED 25TH MAR	NEURODIVERSITY
23 THUR 27TH APR	AN INTRODUCTION TO LGBT+ HEALTH IN PRIMARY CARE	25 THUR 25TH MAY	CLINICAL CARE OF LGBT+ INDIVIDUALS
28 WED 28TH JUN	ALLIANCE AND ACTIVE BYSTANDER TRAINING	31 THUR 31ST AUG	SUPPORTING YOUR LGBT+ STAFF MEMBERS

UPCOMING EVENTS

FOR INFORMATION AND SIGN UP, PLEASE VISIT
UPCOMING EVENTS - GP TASK FORCE DERBYSHIRE
EMAIL: DLGK-GP@NHS.NT



Making Freedom to Speak Up
business as usual.

General Practice Task Force Derbyshire

JOIN OUR REVERSE MENTORING PROGRAMME BE A MENTOR

Are you ready to take your skills to an industry leader to the next level?
Would you like to receive recognition for your expertise?

You could have the chance to:

- Be invited to mentor by a senior member of staff with specialist knowledge
- Gain insight into the real life experiences of those with professional characteristics
- Learn about and appreciate the value of diversity in different perspectives

MENTOR A senior member of staff with specialist knowledge	OPPOSE A senior member of staff with specialist knowledge	EXPLAINS A senior member of staff with specialist knowledge
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FIND OUT MORE **APPLY ONLINE**

General Practice Task Force Derbyshire

JOIN OUR REVERSE MENTORING PROGRAMME BE A MENTOR

Are you from a Black, Asian or other ethnic group?
Do you feel that any aspect of your identity is preventing you from bringing your talents and full potential to GP Task Force?

You could be the one to:

- Help leaders challenge their attitudes to inclusion
- Influence organisational culture
- Provide insight into what it is like to be a member of an underrepresented group

CHALLENGE A senior member of staff with specialist knowledge	INFLUENCE A senior member of staff with specialist knowledge	OPPOSE A senior member of staff with specialist knowledge
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FIND OUT MORE **APPLY ONLINE**



Thank you
EDI@NHSConfed.org

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