

Board of Directors - Public

SUMMARY REPORT

Meeting Date: 22nd September 2021

Agenda Item: 9

Report Title:	Anti-Racism Statement		
Author(s):	Liz Johnson – Head of Equality and Inclusion		
Accountable Director:	Caroline Parry Executive Director of People		
Other Meetings presented to or previously agreed at:	Committee/Group:	People Committee	
	Date:	7 th September 2021	
Key Points recommendations to or previously agreed at:	People Committee discussed and supported the development of an Anti-Racism Statement. This was presented to People Committee who proposed it is presented to Board to agree organisational support for this statement and the production of a plan to implement action to support communication and understanding of the statement across the organisation.		

Summary of key points in report

This paper presents a proposed organisation anti- racism statement. The paper outlines the background to the statement and how it has emerged and asks the Board to support the statement and its introduction in the organisation.

Recommendation for the Board/Committee to consider:

Consider for Action		Approval	x	Assurance	x	Information	
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1. It is recommended that Board Support the statement as an organisational position
2. It is recommended that Board note the proposed development of a communication plan and action to support the statement underpinning Anti-racism action in the organisation.

Please identify which strategic priorities will be impacted by this report:

Covid-19 Recovering Effectively	Yes		No	X
CQC Getting Back to Good	Yes		No	X
Transformation – Changing things that will make a difference	Yes	X	No	
Partnerships – working together to make a bigger impact	Yes	X	No	

Is this report relevant to compliance with any key standards?					State specific standard
Care Quality Commission	Yes		No	X	
IG Governance Toolkit	Yes		No	X	
The NHS Workforce Race Equality Standard					
The NHS Standard Contract					
The 21/22 NHS Planning Guidance					
Have these areas been considered? YES/NO					If Yes, what are the implications or the impact? If no, please explain why
	Yes	X	No		
Patient Safety and Experience					There will be a positive impact on patient safety and experience. The statement applies to people who work in our organisation and who receive services in our organisation.
Financial (revenue & capital)	Yes	X	No		There are no direct implications for expenditure recruitment is in progress for a Band 7 EDI engagement lead (WRES) and increased administrative support for the organisations staff network groups. Both roles will support the implementation plan.
OD/Workforce	Yes	X	No		The statement is relevant to organisational culture embedding Anti-racism and being clear that our organisation is Anti-racist.
Equality, Diversity & Inclusion	Yes	X	No		See section 4.2
Legal	Yes	X	No		Indirectly supports compliance with section 149 of the Equality Act 2010

Title	Anti – Racist Statement
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Section 1: Analysis and supporting detail

Background

- 1.1 As part of the response to the Big Conversation it was agreed that an Anti-Racism statement would be developed. At a meeting of the People Committee in July 2021 People Committee supported this action and asked that the statement be brought to committee for agreement after it had been reviewed by our Ethnically Diverse Staff Network Group (previously known as the BAME Staff Network group).
- 1.2 Members of the Big Conversation representing ethnically diverse staff and allies co – produced a proposed statement, this was shared with members of the Ethnically Diverse Staff Network.
- 1.3 The proposed statement was shared with the People Committee who supported the statement with very minor amendments.

Anti – Racism Statement

We aspire to be an actively anti-racist organisation. This applies to people who work in our services, people who use our services and everyone who comes into contact with our organisation.

This means that we recognise that racism and racial inequality exists, that it is absolutely unacceptable and that we have a responsibility to challenge and actively tackle all forms of racism – including microaggressions.

We accept that we have not made as much progress as we should have on all issues related to race. We are committed to changing this. We encourage and support all our staff and stakeholders to join us in this endeavour.

Section 2: Risks

- 2.1 A number of organisations have developed Anti – racism statements/declarations. The main risk is that the statement going forward does not reflect the lived experience of people, a robust and well communicated plan to support the statement, highlighting progress to date and plans going forward are essential. A more detailed ‘charter’ document has been produced by partners in the accountable care partnership and this will be used alongside the statement.

Section 3: Assurance

Engagement

The statement was welcomed by the Ethnically Diverse Staff Network Group, the outgoing chair Peter Isebor jointly led development of this statement and has had discussions with the Executive Director of People about its development and focus.

People Committee welcomed the statement. It was suggested that the original wording be slightly altered to stress the active nature of being Anti-Racism and this amendment was supported. There was concern raised that including reference to 'microaggressions' may be a term that was not familiar and this may affect the use of the statement in the organisation, it was agreed after discussion however that including it was useful as anyone reading the statement would want to know what it meant and this was an opportunity to highlight the part that microaggressions may play in the experience of our staff in terms of racism. Training on microaggressions and allyship has taken place and will be rolled out further in support of making this statement live in the organisation. People Committee also noted the importance of this being statement being live and supported by clear action with a robust communication plan. A new Band 7 Equality and Diversity Engagement lead role focused on the Workforce Race Equality Standard is in recruitment at the time of the report, part of the role of the successful applicant will be to lead activity to support this statement.

Section 4: Implications

Strategic Aims and Board Assurance Framework

- 4.1 This action supports the strategic aims set out in the National People Strategy which are implemented within our organisation People Plan

Equalities, diversity, and inclusion

- 4.2 Agreement and support of an Anti-racism Statement supports our organisational attention to the Public Sector Equality Duty (PSED) found in the Equality Act 2010 i.e., element one of the PSED which is to prevent discrimination and elements two and three which are the proactive elements of the duty, these are, to advance equality of opportunity and to foster good relations.

Culture and People

- 4.3 This statement will underpin wider work on organisational culture in relation to diversity and inclusion.

Integration and system thinking

- 4.4 The City Accountable Care Partnership is developing an Equity Charter and the development and use of race equality charters and anti – racism statements by partner organisations are being considered in the development so that there is clarity of intention and focus.

Financial

- 4.5 The main financial consideration is the need to ensure there is capacity to provide operational support for delivery of action, as noted above the business case for additional resource has been agreed and new post is being recruited to at the time of this report.

Compliance - Legal/Regulatory

- 4.6 This proposal is relevant to compliance with the Equality Act 2010 section 149 the Public Sector Equality Duty. The paper is also relevant to responding to the contractual requirements set out in the NHS standard contract and with the 2021/22 NHS Planning Guidance.

Section 5: List of Appendices

No appendix