

# Board of Directors

## SUMMARY REPORT

**Meeting Date:** 24<sup>th</sup> November 2021  
**Agenda Item:** 16

<b>Report Title:</b>	<b>Anti-Racism Statement – Next Steps</b>	
<b>Author(s):</b>	Liz Johnson Head of Equality and Inclusion	
<b>Accountable Director:</b>	Caroline Parry Executive Director of People	
<b>Other meetings this paper has been presented to or previously agreed at:</b>	<b>Committee/Tier 2 Group/Tier 3 Group</b>	None
	<b>Date:</b>	N/A
<b>Key points/ recommendations from those meetings</b>	N/A	

### Summary of key points in report

This report sets out the next steps following agreement of an organisational Anti – Racism Statement

### Recommendation for the Board/Committee to consider:

<b>Consider for Action</b>		<b>Approval</b>	<b>x</b>	<b>Assurance</b>	<b>x</b>	<b>Information</b>	
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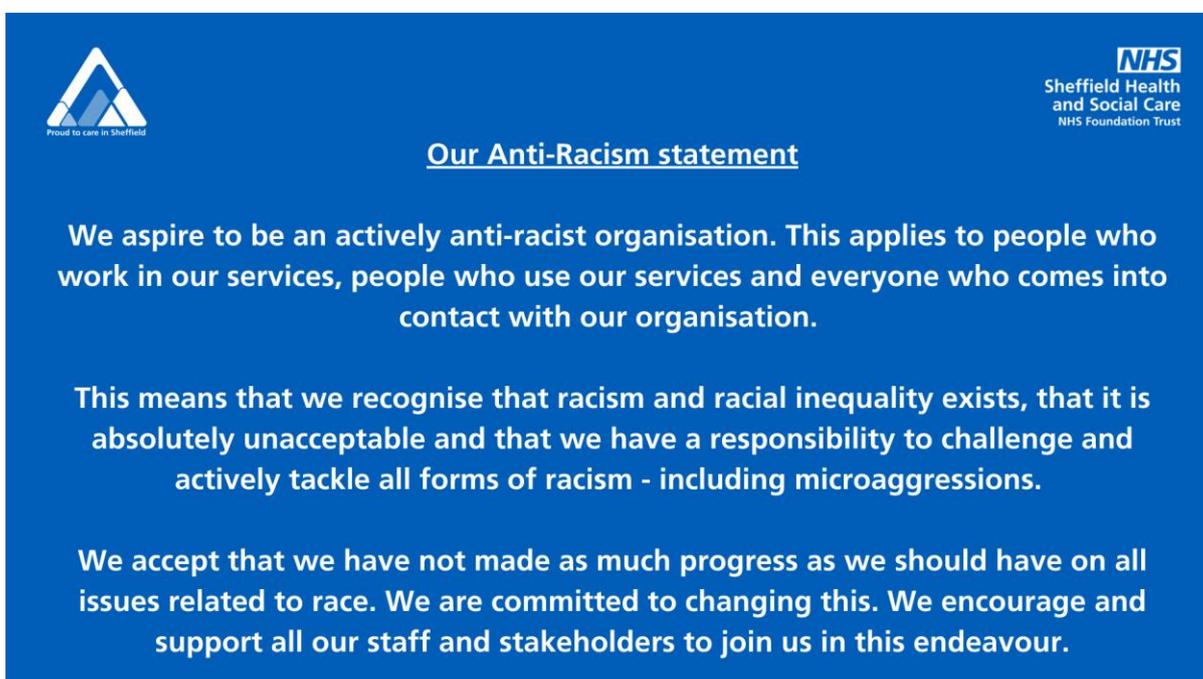
Board are asked to approve the proposed action and be assured that a plan is in place to progress action to implement the aims set out in the statement.

Please identify which strategic priorities will be impacted by this report:				
Covid-19 - Recovering effectively	Yes		No	X
CQC Getting Back to Good – Continuous improvement	Yes	X	No	
Transformation – Changing things that will make a difference	Yes	X	No	
Partnerships – working together to make a bigger impact	Yes	X	No	
<b>Is this report relevant to compliance with any key standards ? State specific standard</b>				
Care Quality Commission Fundamental Standards	Yes		No	
Data Security and Protection Toolkit	Yes		No	
Any other specific standard?				
Equality Act 2010 – legal duty to prevent discrimination				
<b>Have these areas been considered ? YES/NO</b>				<b>If Yes, what are the implications or the impact? If no, please explain why</b>
Service User and Carer Safety and Experience	Yes	x	No	
Financial (revenue & capital)	Yes		No	x
Organisational Development /Workforce	Yes	x	No	
Equality, Diversity & Inclusion	Yes		No	
Legal	Yes		No	

## Section 1: Analysis and supporting detail

### Background

- 1.1 Board and People Committee have agreed an organisational Anti Racism Statement. This paper sets out the plans in place and ongoing to make the statement a reality in practice.
- 1.2 The Anti – Racism statement is set out below. It sets out an aim that we will be an *actively anti racist organisation*, it is this aim that is the focus of our implementation action. The statement is also intended to focus open discussion of racism in our organisation, be it systemic, direct, or indirect with the aim of progressing to a position where achieving the aim set out in this statement is recognised as everyone’s business.



The graphic is a blue rectangular box containing text and logos. On the top left is the 'Proud to care in Sheffield' logo, which consists of three stylized human figures in white and blue. On the top right is the NHS logo, with the text 'NHS Sheffield Health and Social Care NHS Foundation Trust' below it. In the center, the title 'Our Anti-Racism statement' is underlined. Below the title are three paragraphs of white text on a blue background.

**Our 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.**

### Implementation

- 1.3 The statement was co -produced with the Big Conversation Steering Group and the organisations Ethnically Diverse Staff Network Group were involved in agreeing the final version.
- 1.4 The starting point for implementation is to co-produce action with the Ethnically Diverse Staff Network group. The statement will be launched at the annual working together conference taking place on the 16<sup>th</sup> of November. The statement will be introduced at the conference and people attending will be encouraged to contribute to a survey of ideas about what they are committed to do to contribute to being an anti-racist organisation. A bar code that can be used

in a number of settings has been created so that contributions can be easily provided.

- 1.5 The information gathered through this exercise will then be reviewed by the Big Conversation Steering group and the Ethnically Diverse Staff network – the intention is this will inform further action but also be used on an ongoing basis.
- 1.6 This approach was taken at our Autumn Away Days and the workshop focused on ‘what can I do to make the organisation anti racist’.
- 1.7 Resources are being developed that will be used in a ‘Road Show’ that can be taken out to services (including posters). The Communications Team are supporting us to produce visual materials and have offered ongoing support.
- 1.8 The newly appointed Equality Diversity and Inclusion (EDI) Engagement Lead (WRES) will be starting early December. One of the focuses of this role will be to take forward implementation, and supporting co-production with the Staff Network Group.
- 1.9 Opportunities are being taken to use the statement as a focus in training and development for example:
  - Planned training such as allyship
  - The Leadership Development Programme
  - As a key statement in our ‘Zero Tolerance’ training material and updated protocols and policies.
- 1.10 We also intend to work with the training department to ensure that the statement is part of induction and visible in services, also ensuring that everyone working in services is briefed and involved in making the statement live.
- 1.11 Implementation will be delivered through the Big Conversation Steering Group, overseen by the Inclusion and Equality Group (Tier 2), and reported for assurance to the People Committee. Progress will also be discussed at the Chairs of the Staff Network Groups meeting (Tier 3).

## **Section 2: Risks**

- 2.1 There is a risk that planned action will not progress – lack of capacity to deliver Equality, Diversity and Inclusion work has previously been addressed through recruitment of a specific post as noted above.

## **Section 3: Assurance**

### **Benchmarking / Triangulation**

Not applicable to this report

## Engagement

- 3.1 As noted above engagement will take place through the Ethnically Diverse Staff network group and facilitated at service level through the Equality, Diversity and Inclusion engagement lead post holder. We will take forward discussions regarding service user engagement through the Inclusion and Equality Group in December.

## Section 4: Implications

### Strategic Priorities and Board Assurance Framework

1. Transformation - Changing things that will make a difference
  2. Partnerships – Working together to have a bigger impact
- 4.1 Embedding the aim of the statement in practice is relevant to the above Strategic Priorities and going forward will support retention, improve wellbeing and improve the environment and experience for people who use our services.

### Equalities, diversity and inclusion

- 4.2 This paper is directly related to all of our Equality Objectives and in meeting the Public Sector Equality Duty set out in the Equality Act 2010.

### Culture and People

- 4.3 The proposals set out in this paper will be fundamentally achieved through a change in organisational culture, plans will also be discussed with the Head of Leadership and Organisational development when appointed.

### Integration and system thinking

- 4.4 Addressing racism is a fundamental aim within the Integrated Care System, with detail provided in the previous paper to Board (22-09-21) asking for support for the statement.

### Financial

- 4.5 There are no specific financial implications

### Compliance - Legal/Regulatory

- 4.6 Supports compliance with the Equality Act 2010 and related regulations.

## Section 5: List of Appendices

No appendices