

TEN QUESTIONS FOR GOVERNORS

A key element of our Race Equality programme is focused on equipping those with influence in trusts to ask challenging questions of themselves and each other, to encourage self-reflection, continuous education and catalyse action.

Here are ten questions that NHS governors can use to hold each other, the Council of Governors (CoG) and the board – via the non-executive directors (NEDs) – to account on race equality:

- 1 How comfortable is the CoG talking about race equality? Can you and your fellow governors articulate why this should be a priority?
- 2 How are you and your fellow governors ensuring that you are informed by a good understanding of the experiences and perspectives of ethnic minority staff and patients when representing the interests of the public at large?
- 3 How do you reflect, check, and challenge fellow governors on personal behaviours and hold each other to account when you talk about race or speak with ethnic minority colleagues or staff?
- 4 How does the CoG seek assurance that staff, patients, service users, and stakeholders' views and experiences on race equality are considered in decision-making?
- 5 What measures are the CoG taking to ensure that governors are accessible, culturally competent and responsive to the needs of your diverse communities?
- 6 How as a CoG are you ensuring that your membership and the CoG itself is diverse and representative of the communities served by the NHS foundation trust? How are the CoG holding themselves to account for progress in this area?
- 7 How as a CoG are you ensuring that your board (including the nominations committee), senior managers and wider workforce is diverse and representative of the communities served by the NHS foundation trust? How are the CoG holding the board accountable for progress in this area?
- 8 How is the CoG assuring itself that NEDs are actively holding the executives to account for delivery against the trust's commitments to race equality? How are the NEDs using their position and influence to effect positive change?
- 9 How is the CoG seeking assurance that the board's strategy/actions identified to make progress on race equality, are comprehensive, evidence-based and achievable? How will the board identify gaps as the strategy is implemented?
- 10 Are the NEDs clear about the main risks to the implementation of the strategy/action plan? What controls has the board put in place to manage those risks? How will the NEDs identify whether risks are being managed successfully?



Further information

For more information about our Race Equality programme, please scan the QR code.