

Black Country Healthcare NHS FT

Ashi Williams

Chief People Officer

NHS Providers – Quality and Improvement

23rd May 2024

Our Trust – formed four years ago 1st April 2020



Dudley



Sandwell



Walsall



Wolverhampton

WRES Indicators

Relative likelihood of ethnic minority staff entering the formal disciplinary process compared to white staff reduced from 1.6 in 2021/22 to 1.6 in 2022/23 (WRES metric 3)

Harassment, bullying or abuse from staff within the last 12 months which improved by 5% (WRES metric 5).

Discrimination at work from manager/team leader or other colleagues within the last 12 months which improved by 6% (WRES metric 8).

Eliminate Disadvantage in HR & Disciplinary Processes

- 20 new cultural ambassadors recruited and trained earlier this year
- HR Team undertook training from legal firm about running fair and inclusive HR & People processes
- Increased use of EDI Team as professional advisors to the panel in cases that touch upon race equality
- Cause for Concern Process for Bank Staff to be reformed after concerning trends identified in BANK WRES. These reforms will include Cultural Ambassadors sitting in on all Cause for Concern panels involving Black, Asian or Minority Ethnic Staff Members.
- Disciplinary and Grievance Processes to be reviewed as part of our Ant-Racism Action Plan, with a particular focus on how it can support a Just and Rehabilitative Culture.
- Entire HR Team shortly to receive in-person Anti-Racism Training from internal Anti-Racism Trainers

Anti-Racism Practice


- Anti-Racism Action Plan passed by Board with over 80 actions spread across six key missions.
- EDI Clause referencing anti-racism inserted into all personal job descriptions and committee terms of reference.
- Over 200 leaders and managers completed Show Racism The Red Card Anti-Racism Training.
- Pool of internal Anti-Racism Trainers trained by Show Racism The Red Card over 5 days and will be deliver training to colleagues from the autumn.
- Inclusive Employer Training developed to support staff members assisting Black and Asian staff members.
- Rich programme of events highlighting Race Equality and celebrating Cultural Diversity to disseminate key messages and centre multiracialism in our internal culture.
- Regular emails sent to all Black, Asian and Minority Ethnic Staff Members about the Trust's efforts to advance anti-racism.

Top tips for Boards

- Focus on wider culture change within the Organisation to improve the experience of ethnic minority staff and support the impact of specific interventions such as the Cultural Ambassador Programme.
- Constantly challenge and avoid being defensive - never stop listening to what staff are telling you.
- Celebrate the successes, whilst understanding that those who still experience disadvantage will rightly demand that work continues until the challenges they face are fully addressed.
- Race equality is everyone's responsibility, but the board must play a leadership role.
- Do not lose sight of the race equality agenda when focusing on the operational needs of the Organisation – it should be embedded into everything you do.

BCHFT Race Equality Work



 **BCHFT - Black Country Healthcare Foundation Trust**
@BlackCountryNHS

As [#southasianheritagemonth](#) comes to a close today

👉 We had the privilege of hosting an incredibly impactful session with [@AzeemRafiq30](#) a renowned cricketer whose courageous stand against racism has sparked conversations worldwide.

🌞 A great big thank you to Azeem & attendees



Allyship Video

<https://youtu.be/loAfogMBpYI?si=I2UW2kzwzZ2WhBdj>