Board of Directors (open)

SUMMARY REPORT	**Meeting Date:** 26th January 2022
	Agenda Item: 17

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

Summary of key points in report
This report provides a summary of action and a timeline around the organisations Anti Racism Statement.

Recommendation for the Board/Committee to consider:						
Consider for Action		**Approval**		**Assurance**	x	**Information**	x

Board are provided with this action plan as assurance of progress in responding to the introduction of an Anti-racism position and 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*	

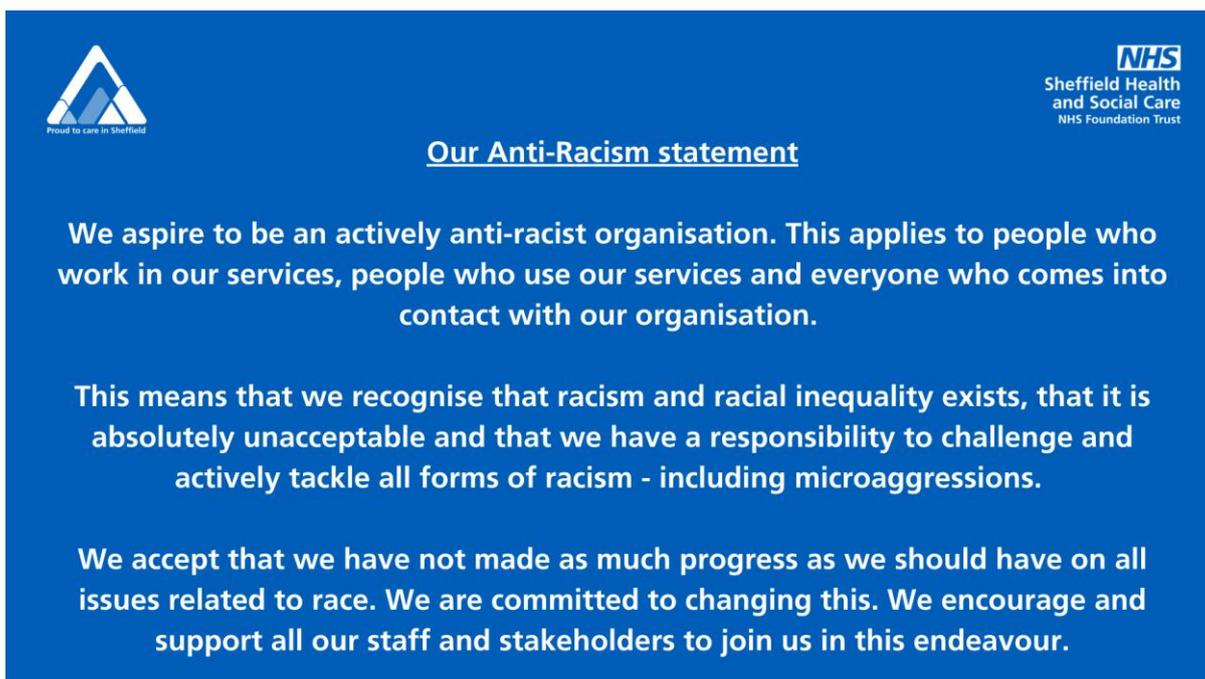| **Is this report relevant to compliance with any key standards ?**				**State specific standard**
Care Quality Commission Fundamental Standards	*Yes*		*No*	**No**
Data Security and Protection Toolkit	*Yes*		*No*	**No**
Any other specific standard?				**The Public Sector Equality Duty – Equality Act 2010 and NHS Standard Contract**
Equality Act 2010 – legal duty to prevent discrimination				

Have these areas been considered ? YES/NO					If Yes, what are the implications or the impact? If no, please explain why
Service User and Carer Safety and Experience	*Yes*	**x**	*No*		Racism negatively impacts on both service users and potentially carers if it is not actively challenged.
Financial (revenue &capital)	*Yes*		*No*	**X**	
Organisational Development /Workforce	*Yes*	**x**	*No*		The relevance of culture change has been considered and the paper fundamentally relates to the experience of people working in our organisation
Equality, Diversity & Inclusion	*Yes*		*No*		Please see s 4.3
Legal	*Yes*		*No*		The Equality Act 2010

Section 1: Analysis and supporting detail

Background

1.1   Board and People Committee have agreed an organisational Anti Racism Statement. This paper sets out in detail the plan in place and proposed implementation including timelines to make the statement a reality in practice.

1.2   The Anti – Racism statement is shown 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.

Implementation

1.3   The statement was co-produced with the Big Conversation Steering Group and our organisation's Ethnically Diverse Staff Network Group were involved in agreeing the final version. Board and People Committee have supported this statement as outlined in previous papers to Board.

1.4   The Statement was launched at the Working Together conference on the 16th December 2021. The statement was also used as a focus for discussion at the organisations Autumn away day workshops in late 2021 focused on 'what can I do to make the organisation anti racist'.

1.5   Resources have been produced to support the roadshows planned to take place as the situation with Covid improves.

1.6   As planned the Equality Diversity and Inclusion (EDI) Engagement Lead (WRES) will be leading a number of actions including on-going co-production and review though the Ethnically Diverse Staff Network Group.

1.7   A detailed action plan is provided in **Appendix 1** this focuses on four areas:
- Communication
- Embedding
- Measuring Progress
- Aligned Action

1.8   Implementation will be delivered through the Big Conversation Steering Group, overseen by the Inclusion and Equality Group, and reported for assurance to the People Committee. Progress will also be discussed at the Chairs of the Staff Network Groups meeting.

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, the situation with Covid19 is unavoidable and our action plan may have to be revised in response to this.

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. We will take forward discussions regarding service user engagement through the Inclusion and Equality Group in February 2022.

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 this is included in the action plan.

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

Appendix 1 – Action Plan

Appendix 2 – Action Plan and Aligned Gantt Chart timeline

People (Workforce)

Inclusive Leadership at all Levels

Anti-Racism Action

Milestone description	Lead	Q4 21/22	Q1 22/23	Q2 22/23	Q3 22/23	Q4 22/23	Status	Update	Start
Communicate									
Workshops - Away Days	HC/LJ	complete					Complete		10/12/2021
Working Together Conference	PJ	complete					Complete		16/11/2021
Introduce - leaders call	HC	complete					Complete		15/11/2021
Leaders call 2	HC/PJ	not started					not started		24/03/2022
Roadshow	PJ/LJ	not started					not started		03/02/2022
Quality Improvement Forum	PJ	not started					not started		01/03/2022
let's talk meeting	PJ	not started					not started		01/02/2022
Update Intranet and Jarvis	PJ	not started					not started		01/02/2022
Communication International Day Against Racism	PJ/LJ	not started					not started		01/03/2022
Engagement survey	PJ	progressing					progressing		10/11/2021

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Embed					
Commissioned Racism - Leadership Training	LJ	progressing		progressing	17/12/2021
New Induction Resource	LJ/PJ	not started		not started	01/02/2022
Review Re Mandatory Training	LJ/PJ	not started	*	not started	01/04/2022
Align with Values in PDR	LJ	not started	*	not started	01/04/2022
Measure					
Baseline Knowledge Survey	PJ	not started	*	not started	01/04/2022
Review Survey	PJ	not started	*	not started	01/12/1022
Aligned Action Opportunities					
Zero Tolerance Task and Finish Action Plan	PJ/LJ			n/a	
Big Conversation Phase 2	CT			n/a	
Unacceptable Behaviours Policy Implementation	HPBP/PJ			n/a	
Review Equal Opportunity and Dignity Policy	LJ			n/a	
SHSC Leadership Programme	CP/LJ			n/a	
Board Development	-			n/a	

Appendix 2 – Action Plan and Aligned Gantt Chart timeline

Attached below

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People (Workforce)

Inclusive Leadership at all Levels

Anti Racism

Project start date: 10/11/2021

Milestone marker: 2

Scrolling increment: 66

Milestone description	Lead	Q4 21/22	Q1 22/23	Q2 22/23	Q3 22/23	Q4 22/23	Status	Update	Start	Days
Communicate										
Workshops - Away Days		complete					Complete		10/12/2021	10
Working Together Conference		complete					Complete		16/11/2021	1
Introduce - leaders call		complete					Complete		15/11/2021	1
Leaders call 2		not started					not started		24/03/2022	1
Roadshow		not started					not started		03/02/2022	150
Quality Improvement Forum		not started					not started		01/03/2022	60
lets talk meeting		not started					not started		01/02/2022	60
Update Intranet and Jarvis		not started					not started		01/02/2022	30
Communication International Day Against Racism		not started					not started		01/03/202	30
Engagement survey		progressing					progressing		10/11/2021	120
Embed										
Commissioned Racism - Leadership Training		progressing					progressing		17/12/2021	150
New Induction Resource		not started					not started		03/02/2022	90
Review Re Mandatory Training		not started					not started		01/04/2022	120
Align with Values in PDR		not started					not started		01/14/2022	90
Measure										
Baseline Knowledge Survey		not started					not started		01/04/2022	90
Review Survey		not started					not started		01/12/1022	90
Aligned Action to note										
Zero Tolerance							n/a			
Big Conversation Phase 2							n/a			
Unacceptable Behaviours Policy Implementation							n/a			
Equal Opportunity and Dignity at Work Policy Review							n/a			
Leadership Programme -SHSC							n/a			
Board Development programme							n/a			

To add more data, Insert new rows ABOVE this one

January | February | March

15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	1	2	3	4	5	6	7	8	9	10	11
S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F