BME Colleague Network AGM and Conference Report

Theme: Recruitment & Progression

Positively Inclusive: Helping BME Colleagues to Succeed

#DHCFTBMENETWORK

23rd May 2018, Kingsway Hospital, Derby

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In partnership with
Derbyshire Healthcare NHS Foundation Trust
Derbyshire Community Health Services NHS Foundation Trust

'Today is a gift to do something different'

Ifti Majid, Chief Executive & BME Champion

Summary

The purpose of this report is to provide an overview of the 2018 BME Colleague Network AGM and Conference which took place on 23rd May 2018 at Kingsway Hospital, Derby and focused on the following themes: Recruitment, Professional Development and Bullying and Harassment of BME staff.

A total of 33 people attended the event and the agenda included: Election of the BME Network Chair and Vice Chair, Workforce Race Equality Standards, Equality and Diversity Training for All, Progression, Multicultural Lunch and Networking, Career Development Masterclass, Summary and Evaluation.

Actions taken from the event include addressing the gap of BME staff in middle and senior management positions through recruitment and progression, issuing a zero tolerance policy statement and ensuring support mechanisms are in place for BME staff that experience bullying and harassment.   You can find further details on page 3 and a full action plan at Appendix 3.

Feedback - we received 23 completed evaluation forms (69.70% of attendees) and found that 91.30% classed their overall evaluation of the conference as 'Excellent' and the remaining 8.70% described it as 'Good'.

Introduction

Opening Remarks and Mission

'*Today is a gift to do something different*'   Ifti Majid

The conference began with opening remarks from Ifti Majid, Chief Executive and the BME Board Champion and marked the 70th anniversary of Windrush. As the NHS marks its 70th Birthday this year, we are celebrating diversity of the NHS workforce from the Windrush generation of 1948, the south Asian arrivals in the 1960s and 70s, and today's workforce which is currently represented by 202 nationalities (NHS Employers, 2018).

↱ DerbyshireHealthcare Retweeted

Claire Wright @claire_j_... · 23 May   ∨
Welcome address from @Ifti_Majid for @derbyshcft #DHCFT-BMENETWORK .
'Today is a gift to do something different' Great day ahead

⬡ ⇄1 ♡3 ✉

↱ DerbyshireHealthcare Retweeted

Rasheed Ogunlaru @Ra... · 23 May   ∨
@derbyshcft CEO @Ifti_Majid opens the BME Network AGM #DHCFT-BMENETWORK touching on compassion, narratives, challenges, myths, data, language & progress

⬡ ⇄3 ♡3 ✉

Our guest speaker Rasheed Ogunlaru, Life and Business Coach, then outlined the conferences agenda and highlighted the mission to address Recruitment, Progression and Bullying and Harassment.

BME Network Chair and Vice Chair Election – 'Congratulations'

Congratulations to Natasha Bain who was elected as the BME Chair and to Frazer Kamwendo who was elected as Vice Chair to the BME network.

Faith Sango @Faith_Sa... · 23 May
DHCFT chairs give an update on network progression,#DHCFT-BMENETWORK

💬   🔁   ♡ 1   ✉

DerbyshireHealthcare Retweeted

Claire Wright @claire_j_... · 23 May
Natasha (Chair) and Frazer (Vice Chair) reflecting on successes and challenges of the past year for @derbyshcft DHCFT-BMENETWORK

💬   🔁 2   ♡ 3   ✉

The BME Network under the leadership of Natasha Bain has made considerable progress in the last year. The first highlight is that the network has an approved Terms of Reference that has been widely circulated. Communication has improved with a dedicated email address (dhcft.bmeinfo@nhs.net) that is used to inform and update the membership on any relevant developments.

The network leadership was able to engage the Trust's senior management to agree on identified actions of the year. It is mostly helpful that the following specific actions are very much linked to those identified in the WRES (Workforce Race Equality Standards). It is anticipated that there will be significant progress in tackling these identified areas in the next 12 months.

- Recruitment
- Progression
- Bullying and Harassment

Part 1: Workforce Race Equality Standards (WRES) – 'How do we grow our talent pool of future leavers?'

Harinder Dhaliwal, Head of Equality, Diversity & Inclusion in People Services, discussed the upcoming Workforce Race Equality Standards and presented the current workforce data, including recruitment, progression and professional development.

DerbyshireHealthcare Retweeted

Claire Wright @claire_j_... · 23 May

Discussing representation data and the stark differences across city and county. @harinder_d @Ifti_Majid @derbyshcft #DHCFTBME-NETWORK 'How do we grow our talent pool of future leavers?'

Part 1: Equality & Diversity Training for All

Faith Sango, People Development Lead in People Services, then led a session which explored and analysed access to training for BME staff. This included a breakdown of how education funds have been allocated across the organisation for all staff and how many staff has accessed East Midlands Leadership Academy Courses.

Part 2: Progression

Rasheed Ogunlaru, then delivered a session exploring BME progression.

Multi-cultural Lunch and Networking

The conference was catered for with a multi-cultural lunch and attendees were given an opportunity to network with colleagues.

Part 3: Career Development Masterclass

Led by Rasheed, the conference then divided into groups to discuss career development and look at key actions.

Key Actions

From exploring the baseline workforce data, key actions were then explored across Recruitment, Progression and Bullying and Harassment and the group developed a SMART action plan (see appendix 3). Below is a summary of the agreed key actions:

1. Recruitment – Review the recruitment process and conduct Task and Finish groups to work on closing the gap of the number of BME employees in the top end NHS agenda for change band roles, compared to their White counterparts. The Head of People Resources, Executive Sponsors and the Committee aim to have a draft proposal completed in 6 months.

2. Progression – Explore and understand the workforce data in relation to Training and Development, understand the root causes of under representation of BME staff in middle and senior management level positions and address ways of improving progression for BME employees. The heads of the teams with People Services aim to have a draft proposal completed in 6 months.

3. Bullying and Harassment – To issue an expectation statement address a zero tolerance policy in relation to bullying and harassment, ensure the trust has suppose systems such as Mediation and Buddy system in place to address concerns over BME staff experiencing bullying and harassment. The Director of People Services along with the Executive Team aim to roll this work programme out over the next 12-18 months.

DerbyshireHealthcare Retweeted

Rasheed Ogunlaru @Ra... · 23 May
I ask leaders and delegates @derbyshcft BME AGM to explore 1) Root cause issues 2) What success looks like 3) What we know works in addressing these issues #DHCFT-BMENetwork

DerbyshireHealthcare Retweeted

Rasheed Ogunlaru @Ra... · 23 May
What a fantastic day @derbyshcft ☀️ #DHCFT-BMENETWORK. Huge congrats to the network and execs working together on #wres and equality issues to benefit the whole trust. There's real energy to meet the challenges to benefit all

Final Master BME Colleague Network AGM and Conference Report 23/5/2018 – People Services Team 14/6/2018

Evaluation

We received 23 completed evaluation forms at the end of the conference (see Appendix 2 for a full report) and a summary of the key findings is provided below.

Q1. 91.30% classed their overall evaluation of the conference as 'Excellent' and the remaining 8.70% described it as 'Good'.

Q2. 82.61% stated that the overall effectiveness of the presentations and speakers heard were 'Excellent' and the remaining 17.39% stated it was 'Good.

Q3. The below word cloud has been created in response to question 3, which asked attendees to describe the conference in 3 words, with the most recurring words seen 'Inspiring', 'Empowering' and 'Positive'.

Q4. 26.09% of responses stated that the most helpful/valued information from the event was themed around 'Coaching', 26.09% said 'Everything', 21.74% around the 'Trusts Data', 13.04% around 'Action Planning' and 8.60% around 'Recruitment'.

Q5. When asked what aspect of the conference was of least value to them, 86.96% responded with 'None', 8.70% said organisation of the group work and 4.35% said the aims of the masterclass were not clear.

Q6. The below graph demonstrates that the majority (47.83%) responded that the event was extremely useful (top of scale) in developing BME network and themselves.

How relevant / useful was this event to develop BME network / yourself?
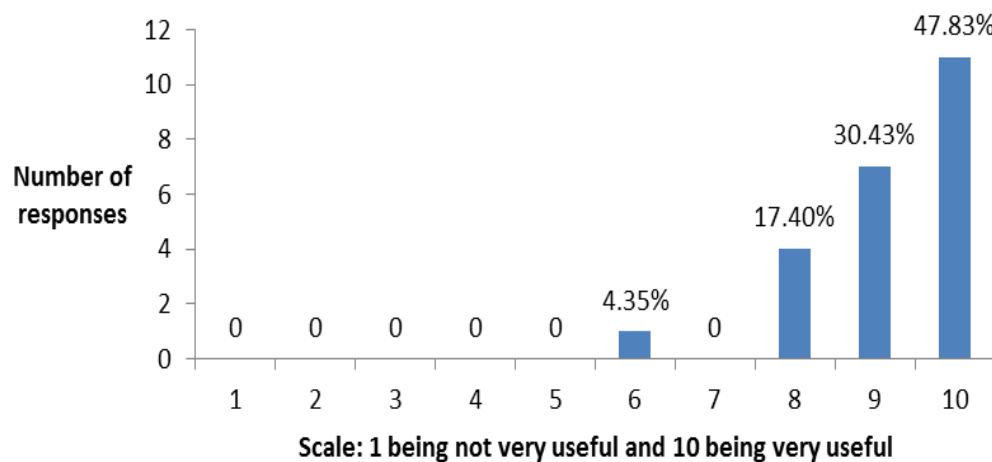
Q7. The following graph demonstrates that the majority of responses (34.78%) stated that they felt extremely motivated (top of scale) at the beginning of the day and this increased to 60.87% by the end of the day.

How motivated and engaged with the BME Network did / do you feel?
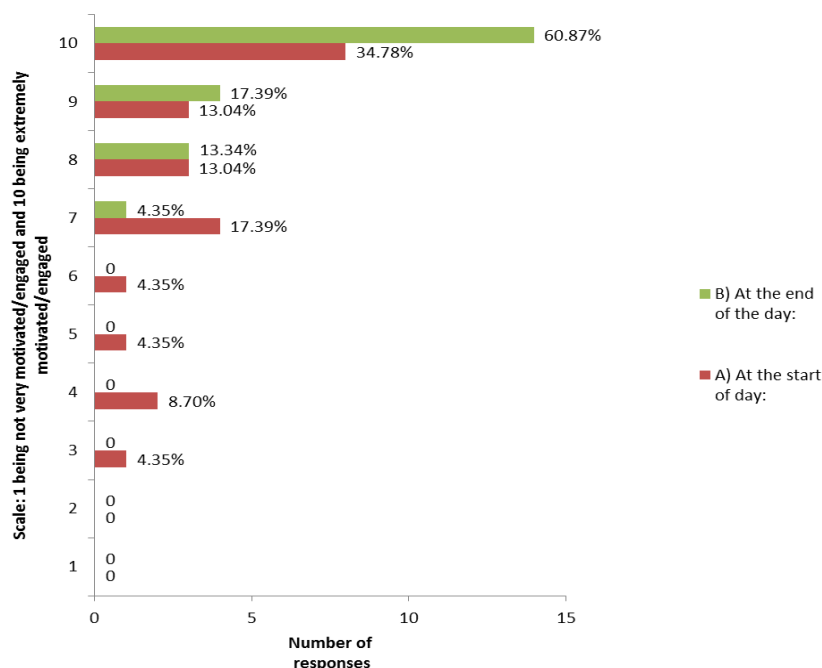
Q8. When asked in what ways have you professionally benefitted, 22% responded around the theme of 'Coaching/Progression', 13% of responses were around the theme of 'Motivated/Confidence' and 13% in 'Confidence in sharing BME experiences'.

Q9. 96% of responses were either left blank or themed around no improvements required for future conferences, however 17% of suggestions were around 'increased promotion'.

Q10. When asked to leave any additional comments, 61% left this blank and 30% of responses left positive comments themed around 'Enjoyable day'.

Table1: List of Attendees/Sign in Sheet

Name	Job Title	Photo Permission
Amanda Rawlings	Director of People Services	Yes
Andy Dingwall	Research Nurse	Yes
Aneesa Akhtar-Alam	Mortality Technical & Legal Services Support	Yes
Avtar Johal	NED (next Prog)	Yes
Ba Singh	Service Manager – Breakout	yes
Chlinder Jandu	Admin & Secretarial Support Manager	Yes
Cindy Basran	C.P.N.	Yes
Claire Wright	Director of Finance	Yes
Deniece Miller	CAMHS Practitioner	Yes
Dr Edward de Saram		Yes
Faith Sango	People Development Lead	
Frazer Kamwendo	Transformation Delivery Manager	Yes
Harinder Dhaliwal	Head of Equality, Diversity & Inclusion	
Hayley Darn	General Manager	Yes
Ifti Majid	Chief Executive	
Liam Carrier	Assistant Head of Systems & Information	Yes
Lynne Shelton	Head of Systems & Information	Yes
Mandi Davidson-Cross	Admin/Receptionist	Yes
Marian Ogunkoya	ER Adviser	Yes
Mohammed Sarwar	Assistant Finance Manager	Yes
Muhammed Shahjan	Senior Chaplain	Yes
Nadine Thomas	Nurse Practitioner	Yes
Natasha Bain	Service Manager (EIS)	Yes
Nicola Myronko	Head of People Resourcing	Yes
Nitesh Painuly		Yes
Parveen Akhtar	Lead Nurse Investigation Facilitator - Crisis Team	Yes
Rasheed Ogunlaru	Life and Business Coach	
Rubina Reza	Research Manager	
Sandra Bennett	Locality Manager	yes
Sara Boulton	People Resources Manager	Yes
Sharon Rumin	Administration Crisis Team	Yes
Suki Khatkar	Practice Placement Facilitator	yes
Surinder Khakh		Yes
Tray Davidson	Youth & Community Worker	Yes

Evaluation Responses

	Excellent	Good	Fair	Poor
Q.1 What is your overall evaluation of the conference?	21	2	0	0
Q.2 What is your rating of the overall effectiveness of the presentations and speakers you heard?	19	4	0	0

Q.3 Please share 3 words to describe the conference:

Word	Number of occurrences	Word	Number of Occurences
INSPIRATIONAL	4	NETWORKING	1
EMPOWERING	4	MOTIVATING	1
INSPIRING	4	UPLIGHTING	1
POSITIVE	3	REASSURING	1
INFORMATIVE	2	STRUCTURED	1
ENERGISING	2	REWARDING	1
FANTASTIC	2	PROVOKING	1
BRILLIANT	2	ABSORBING	1
POWERFUL	2	WELCOMING	1
FORWARD	2	UPLIFTING	1
TRANSPARENT	1	LEARNING	1
COMMITTMENT	1	PROGRESS	1
PROGRESSIVE	1	RELEVANT	1
CELEBRATING	1	ENGAGING	1
INTERACTIVE	1	THOUGHTFUL	1
INTERESTING	1	INATIVE	1
CHALLENGING	1	COURAGE	1
RESOLUTION	1	SUCCESS	1
		ISSUES	1
		USEFUL	1
		ENERGY	1
		REAL	1

Q4. As you reflect on the information provided throughout the conference programme, what information was the most helpful or of value to you? Responses:

- Coaching (x6)
- Everything (x6)
- Trust data/ Information that helps monitor our progress/ Research Data (x5)
- Action Planning (x3)
- Recruitment information (x2)
- Rasheed Ogunlaru (x1)
- The groups and sharing of information to one another (x1)
- Setting own goals (x1)
- Blank (x1)

Q5. What aspects of the conference were of least value to you? Responses:

- None/Not Applicable/Blank (x20)
- Interaction of some at the talking circle - did not understand the questions (x1)
- Second group session – lack of organisation (x1)
- Being clear on what the masterclass would cover (x1)

Q6. How relevant / useful was this event to develop BME network/yourself?

Scale	1 Not Very Useful	2	3	4	5	6	7	8	9	10 Extremely Useful
Number of Responses	0	0	0	0	0	1	0	4	7	11

Q7. How motivated and engaged with the BME Network did / do you feel?

A) At the start of day:

Scale	1 Not Very Motivated	2	3	4	5	6	7	8	9	10 Extremely Motivated
Number of Responses	0	0	1	2	1	1	4	3	3	8

B) At the end of the day:

Scale	No Response	1 Not Very Motivated	2	3	4	5	6	7	8	9	10 Extremely Motivated
Number of Responses	1	0	0	0	0	0	0	1	3	4	14

Q8. Please say in what ways have you / your work have benefitted professionally? Responses:

- Progression/Coaching (x5)
- Motivated/Confidence (x3)
- Confide in BME issues/Share information with other BME Members (x3)
- Blank (x3)
- Overcome Barriers (x2)
- Network/Attend Training/Conferences (x2)
- Ensure own practice & values reflect the trust values (x1)
- Lots to do (x1)
- Reinforced a number of opinions (x1)

Appendix 2

Q9. In what ways could we improve the event? Responses:

- Nothing/Not Applicable/Blank (x22)
- More advertisement/promotion/more people to attend (x4)
- Share life experiences/further input from BME staff (x3)
- Communicate in a clear way (x1)
- More time (x2)

Q10. Please use the space below to share any additional comments and/or suggestions you may have.
Responses:

- Blank (x14)
- Enjoyable day/Felt supported/Rasheed Ogunlaru brilliant(x7)
- Excellent organisation (x1)
- Excellent Food (x1)
- Room cold/air con (x1)

Table 2: DHCFT BME Action Plan 2018

Objective	Action	By whom (accountable lead)	Target date
Recruitment **Fill the gaps of under representation of BME staff at middle and senior management positions, ensuring BME staff are equally represented across all bands.**	To understand what may be happening for each band boundary, talent pool and succession planning, DHCFT needs to: a) Conduct Task and Finish Groups b) Review recruitment process to enable BME staff to achieve positions in the higher AfC bands.	Nicola Myronko - Head of People Resourcing, Executive Sponsors and People & Culture Committee.	A draft project plan for deep dive and methodology to be presented at BME Network 26th September, 2018 Proposal completed and shared at the Team Derbyshire Leaders session on 2nd November 2018
Progression & Development **Ensure BME staff is equally supported through progression and development to middle and senior management positions.**	DCHFT needs to understand the workforce training and development data for BME staff compared to their white counterparts, the root cause and the actions required to address under representation of BME staff in top end of the AfC bands.	Christine Wint (workforce development) & Rebecca Oakley (leadership lead) supported by the heads of the People Services teams and BME Network Membership.	A draft project plan for deep dive and methodology to be presented at BME Network 26th September, 2018 Proposal completed and shared at Team Derbyshire Leaders session on 2nd November 2018
Bullying and Harassment a) **The trust to have a zero tolerance policy of bullying**	a) Provide a clear and concise expectations statement delivered across the organisation to	a) Amanda Rawlings - The Director of People Services and Organisational	Present at BME Network 26th September, 2018 a) 12-18 month to roll out the

and harassment of BME staff. b) **Well-functioning teams across the organisations.**	staff, patients and members of the public. Amnesty and Training. b) Ensure DCHFT has support systems in place, including mediation and buddy systems, work with leaders to build on organisational development.	Effectiveness, Board, BME Network and Individual Accountability. b) Executive team to lead and filter through organisation, working with the BME Network.	programme.
Inclusive & Compassionate Team Derbyshire Leadership a) **DHCFT Senior leaders to become allies and inclusive role models** b) **Facilitate Multi-faith experience and tour**	a) BME Network to meet with senior leaders and share stories and experiences. Conduct tours around the organisation for promotional purposes. b) Target all staff and half of senior leaders by third quarter.	a) Rasheed Ogunlaru (Life and Business Coach), Harinder Dhaliwal - Head of Equality, Diversity & Inclusion and Amanda Rawlings - The Director of People Services and Organisational Effectiveness. b) Chaplaincy Team & Head of ED & I.	2nd November, 2018 Launch programme Multifaith tours and booking details from 10th September 2018