

Together Against Racism



Our progress so far and our plans for 2024

Welcome

Welcome to this update on our Together Against Racism programme. Here you will read more about the plans for the future and our work so far across the Leicestershire Partnership and Northamptonshire Healthcare Associate University Group.

Together Against Racism launched in 2020 as one of our joint priorities across LPT and NHFT.

We have been on quite a journey so far. After setting up a joint discussion group and meeting regularly to enable our collective approach and ambition, we've taken several proactive steps towards achieving our goal of becoming anti-racist organisations and creating truly inclusive trusts for our colleagues, patients and service users.

We've held several empowering masterclasses, reviewed a number of our governance processes, undertaken development on education around racism, and our directors across both organisations have committed to Anti Racism Pledges. You can read more about what we have done in this booklet.

While we have accomplished much, there's no doubt we still have much more to do, which is why we are formally launching our next stage of this programme in 2024.

Our vision is to create an environment where our staff can feel comfortable to bring their whole authentic self to work and believe and feel they will be supported in what they want to achieve. It is important to see people first because people matter. We want our culture to reflect this for our staff, service users and wider population.

This next stage will see us focus on three major strands of work:



Workforce



Community



Patients & service users

More information about these can be found in this booklet, but it remains our intention for Together Against Racism to be taken forward jointly and developed further so that it becomes truly embedded across the Group.

We are very proud of the work we have done so far and are excited about the future as we continue to work together and take positive actions on our learning journey.

Thanks
Angela Hillery
Group Chief Executive



Being Together Against Racism is a significant priority for the Group. It's great to see the progress so far and there is still much to do as we take the next steps on our journey.



Crishni Waring
Chair

The REACH Networks

The REACH (Race, Ethnicity & Cultural Heritage) Networks promote wellbeing, engagement and representation on behalf of colleagues from ethnic and cultural minorities and are proud to support the Together Against Racism programme.

The REACH networks are aware that we have a wealth of talent and experience amongst our membership, and by coming together and supporting the initiatives within the Together Against Racism programme, it will help to create positive organisational change which can only benefit all our colleagues working across NHFT and LPT.

As well as supporting our colleagues, the REACH networks will also support managers who seek advice if they have specific concerns or are dealing with issues around race and discrimination. Furthermore, the networks hope to provide managers the opportunity to become allies through Together Against Racism which will contribute to deconstructing bias and embracing diversity.

If you would like to get in touch with the REACH networks you can email reachnetwork@nhft.nhs.uk at NHFT or lpt.edi@nhs.net at LPT.

Thank you,

The NHFT & LPT REACH Networks



What is the Together Against Racism programme?

Being Together Against Racism is about acknowledging that racism and discrimination exist – and cohesively taking action to tackle them together. It is about the actions we take to challenge ourselves and others, as well as organisations, cultures and communities about unequal and discriminatory behaviours, structures, and attitudes.

We know from the NHS Workforce Race Equality Standard (WRES) and the Health Inequalities data, as well as from the lived experiences many of you have shared with us, that racism and discrimination is a real issue across the NHS.

We ran listening events in 2020 to hear directly from colleagues on the ground about their experiences and

the experiences of their family members, and we know that staff from diverse backgrounds have had greater and disproportionate challenges in the NHS workplace. Although recent staff survey results show some improvement, we know that as Trusts, we have to do more to deliver our ambition to be anti-racist organisations and ensure everyone is treated with fairness and equity.



Our overarching Together Against Racism Group vision

As part of achieving this vision, we have set out our ambitions for where we want to be:

- Colleagues feel able to bring their whole self to work and feel they belong.
- We all contribute to a compassionate culture with roles people can thrive in and where we are kind and considerate towards all our colleagues.
- We are all well equipped to deliver culturally competent care to our patients.
- We involve service users and local communities to plan and develop the services we provide and provide feedback on the care they receive.
- We deliver healthcare that is designed to be responsive to the cultural needs of the people we care for.
- Action is taken to improve the health outcomes for all our patients in teams

where health inequality is understood, recognised and owned.

- We take steps to ensure access to opportunities for individuals and organisations is available in the marginalised communities where we provide services.

“We tackle racism and discrimination proactively together; we will be places of work and care where everyone feels they belong and can bring their whole self.”

The Together Against Racism programme of work has provided us with ways to act and make positive change to build organisations that are inclusive for all. Our approach has been to work together by sharing experience and good practice, being bold, courageous and honest in our approach, and showing that we are against racism in our action, planning and culture.

We understand that this is complex. We acknowledge this is not just about

race and racism, it is about valuing each other and supporting all members of our communities whoever they are, whatever their story. And it is about being together in our learning journey.

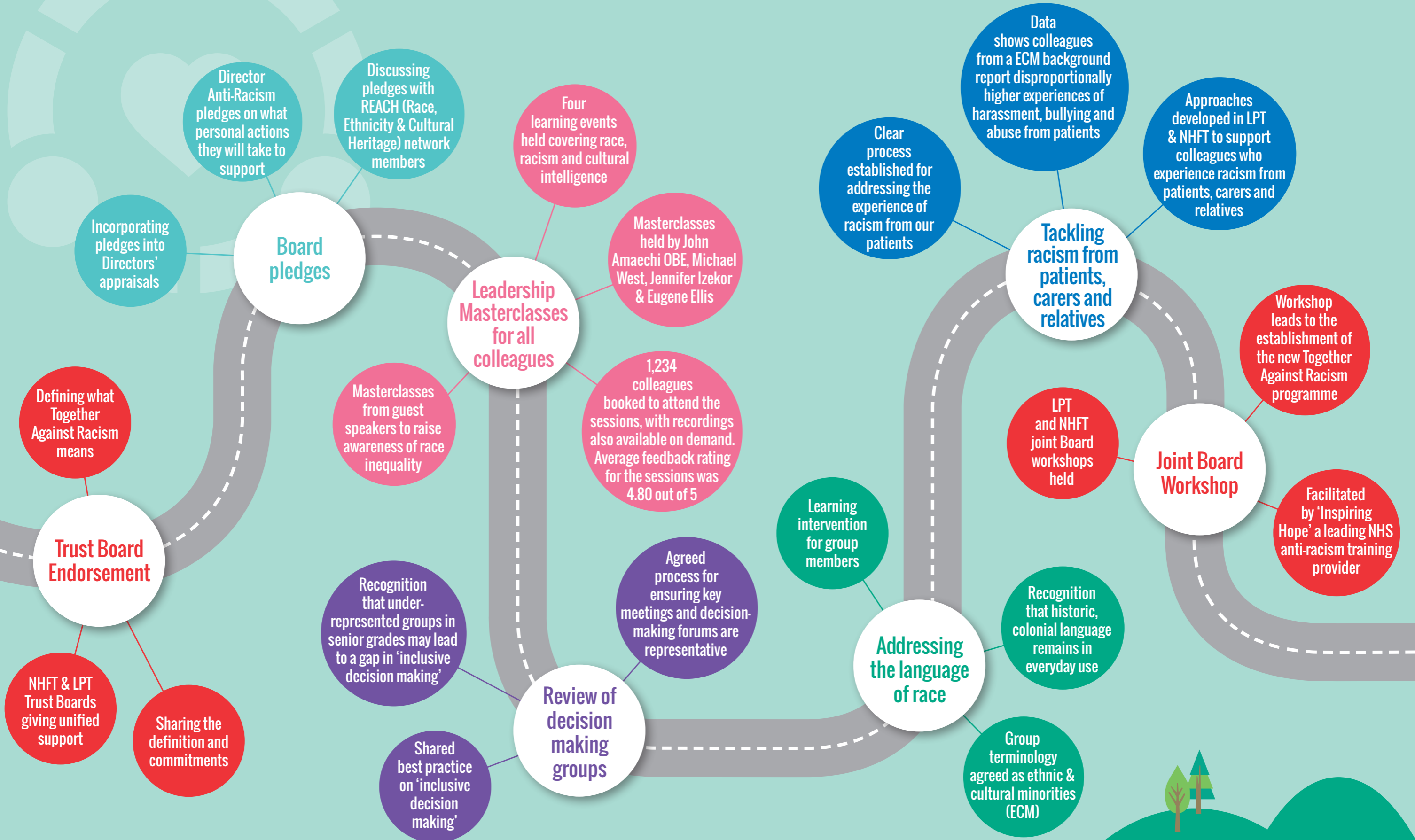
Progress has been made but we know that there are still challenges to overcome and improvements to be made. By us committing to be together against racism we can continue to take positive steps to reach our goals.



Progress has been made but we know there are still challenges to overcome

Our Together Against Racism journey

Some of the actions we have taken together in our journey from 2020 to 2024.



The next phase of Together Against Racism

We have made real progress in our Together Against Racism ambitions, and our work will continue to move forward.

In November 2022 and January 2023, we held joint Board Together Against Racism workshops that were attended by Executives and Non-Executives from LPT and NHFT, REACH Network leads, and EDI leads.

Each strand will have specific areas of focus and be led by project groups with a separate workplan.

The sessions included several exercises and ultimately helped us to identify broad themes for the next steps of the programme. Three major strands were subsequently agreed to take forward focusing on:

- **Workforce**
- **Community**
- **Patients and Service Users**



The Workforce pillar will focus on:

- Inclusive recruitment
- Inclusive leadership
- Addressing racist abuse
- ECM career development



The Community pillar will focus on:

- Community engagement
- ECM service user involvement
- Strategy & Partnerships
- Procurement



The Patients and Service Users pillar will focus on:

- Improving equality data
- Implementing PCREF (patient and carer race equality framework)
- Developing cultural competency amongst clinicians

Each pillar of work will have a dedicated working group responsible for agreeing the priority areas of focus and identifying the standards which would be expected in an inclusive organisation. The working party, plus other stakeholders, will review current practice against the standards, sharing areas of good practice and identifying areas for improvement. The action plan for improvement will be delivered by the working party and monitored by the overarching Together Against Racism group chaired by the Chief Executive.

For example, the standards we are working towards in the 'inclusive recruitment' area of focus of the Workforce pillar, and which colleagues can expect to be in place across the Group, include:

- Appropriate training in place for all involved in the selection process
- Diversity in the make-up of interview panels
- High quality feedback for all applicants at interview stage
- Frequent analysis of the outcomes from recruitment to ensure we are delivering inclusive recruitment.

Together Against Racism Case Study: Creating diverse interview panels

Edi Ekoriko



LPT introduced the requirement for diverse interview panels two years ago and now 80% of their panels are ethnically diverse.

Edi Ekoriko, a Ward Clerk based at Bradgate mental health unit, recently sat as part of an interview panel with two senior managers for the first time when they recruited for an administration role.

Three of the four candidates were black, and Edi believes her presence on the panel made the candidates more comfortable.

"I think that when they saw me as part of the interview panel it made it less intense for them," said Edi. "I bumped into one of the candidates afterwards and they said it made them more settled by seeing another person on the panel of a similar rank and background."

Edi scored the candidates on their responses and believes it was positive to be part of the process.

"It was a great experience for me and it really gave me an insight into what people are looking for in interviews. It felt like a fairer interview process, and I hope I can be involved again."



Together Against Racism Case Study: Inclusive recruitment

In 2022, NHFT's Inclusive Recruitment Ambassador initiative was launched as part of the Together Against Racism programme.

The purpose of the ambassador role is to promote fairness and equality in the recruitment selection process and support good recruitment decision-making, by calling out and bringing to light where assumptions and bias can impact on recruitment and selection processes.

Shami Mposhi, NHFT's Quality and Governance Lead, was one of the colleagues who volunteered to be an Inclusive Recruitment Ambassador. After receiving comprehensive training and a useful toolkit, she was able to sit with interview panels for posts at Band 8a and above, and has now supported three interviews to date, including the Chief Operating Officer role.

Shami said: "The process was brilliant because I was welcomed into the interview panel and felt like I was an equal partner as I was given the opportunity to be involved with, and give feedback on the questions, including diversity and inclusion specific questions, that would be asked in the interview, and to ask the questions during the process itself. Being engaged with during the pre-interview process was essential in ensuring that reasonable adjustments were considered for the candidates and unconscious bias addressed if there was any.

"In terms of the outcomes for the interviews, I thought it was a really robust, fair and independent process, in which I was able to share my view and challenge where necessary. What was reassuring was how developmental feedback was developed that would be given to



Shami Mposhi

unsuccessful candidates to support them in future interviews. It was lovely and a really good experience."

Shami hopes her positive experience will give people confidence in a fairer recruitment process for everyone.

"I think it gives people confidence because I've heard so many times when people have come away from an interview and they haven't been successful and they don't know why, and also they don't have the confidence in the process, whether it was fair or not," said Shami.

"But it's important to note that the ambassadors are not just to help address racism, but they are also to make sure that the whole recruitment process is fair for everybody within the system regardless of race or background."

Shami also shared how her experience as a recruitment ambassador has supported personal development.

"I have become more confident in sharing my different perspective in a room with very senior people," she said. "I have developed in my interview skills and I am sure I will have better chances of being successful in an interview when an opportunity comes."

Together Against Racism Case Study: Joint Board Development

Our Group came together in November 2022 and January 2023 for two dedicated workshops to show our joint commitment to the Together Against Racism programme.

Board members of both NHFT and LPT boards joined the workshops, as well equality and diversity specialists from both Trusts and representatives from staff networks.

The workshop provided an opportunity for all to explore their individual experience of race, including the social construct of race

and its impact. They were led by Jacynth Ivey from 'Inspiring Hope', a leading NHS anti-racism training provider and thought leader in this area, who enabled the group to challenge themselves and develop their understanding of race.

As a result of the workshops, the next phase of the Together Against Racism programme was established. The feedback from the facilitators at the workshops was positive, outlining how they felt there was a real commitment to make the changes needed across the Trusts.





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