

**LINCOLNSHIRE DIVERSITY AND INCLUSION
STAFF ENGAGEMENT EVENT REPORT
“HEARING LINCOLNSHIRE’S HIDDEN VOICES”
RACE EQUALITY IN BLACK HISTORY MONTH**



**TUESDAY, 15 OCTOBER 2019
9.00 AM – 4.00 PM
THE SHOWROOM, TRITTON ROAD, LINCOLN**

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INTRODUCTION

October is Black History Month in the United Kingdom and is a celebration of the contributions of Black, Asian and Minority Ethnic people in British society.

This event was the fourth annual NHS Lincolnshire Race Equality conference and hosted by ULHT. The conference was planned by the local NHS Equality, Diversity and Inclusion Leads, with active contributions from the BAME Staff Networks. The conference was chaired by Elaine Baylis, Chair at LCHS and ULHT.

AIM OF THE DAY

The aim of this conference-style engagement event is to be a celebration of Black and Asian history and provide an opportunity for delegates to share experiences, challenges and achievements in the NHS in Lincolnshire.

OBJECTIVES OF THE DAY

The objectives of the day were to:-

1. Reflect on the historical contributions made by Black and Asian people overtime to British society, with a specific focus on the local NHS.
2. Discuss local issues relating to Black, Asian and other minority groups in Lincolnshire
3. Focus on the NHS Workforce Race Equality Standard (WRES) and 'A Model Employer' strategy designed to raising aspirations and developing a representative workforce at all levels within the NHS.
4. Share personal stories of overcoming barriers and challenges and of making progress and achievements

This report provides you with a summary and the key findings from the day.

OUR VISION

Our vision is for equality, diversity and inclusion to be a 'golden thread' running through, and central to how we work together to provide sustainable high quality patient-centred

care for all people living in Lincolnshire and for the NHS in Lincolnshire to be the best place to work.



ATTENDANCE

Building on the successful 'Hearing Lincolnshire's Hidden Voices' race equality event in May 2019, this event in Black History Month 2019 was aimed at staff from across health and social care in Lincolnshire.

A total of 66 health and social care professionals, predominantly from NHS organisations in Lincolnshire, but also from a range of other health and social care partners, attended the event.

PROGRAMME FOR THE DAY

The event was chaired by Elaine Baylis, Chair at the United Lincolnshire Hospitals NHS Trust and Lincolnshire Community Health Services NHS Trust.

The conference agenda and content comprised of the following key elements:

- ✓ A celebration of Black, Asian and Minority Ethnic History
- ✓ The NHS – 'A Model Employer' – Race Equality (Workforce Race Equality Standard - WRES)
- ✓ Reflections on a journey with equality in the British Medical Association
- ✓ Exploring the role of race equality champions and allies
- ✓ A cultural celebration, led by members of our BAME Networks
- ✓ Introduction to the new NHS Equality Delivery System
- ✓ Personal stories from BAME people living and working in Lincolnshire
- ✓ Sharing 'big ideas' for improvement

The programme for the day can be seen at appendix 1

KEYNOTE PRESENTATIONS

Speaker biographies can be found in appendix 2

Keynote presentation one:

'Global Contributions to Contemporary Britain - concentrating specifically on Africa, Asia and the Caribbean'

In the opening presentation, Kamlijt Obhi, Assurance Manager - Optum (Equality and Diversity lead for Lincolnshire East CCG and South Lincolnshire CCG) and Dr Iris Lightfoote, Chief Executive of the Leicester and Leicestershire Race Equality Centre, provided an inspiring presentation.

The speakers grouped their presentation in the contexts of:

- Early presence
- Slave trade
- Royal connections
- India
- Military support

Then building on this further explored the local and national contexts of:

- Politics
- Inventions and Science
- Post-war Britain

The presentation concluded with a focus on the great contributions of BAME colleagues in our NHS and a brief overview of the Lincolnshire demography.

This excellent presentation set an important informed and celebratory tone for the day and the keynote presentation was supported by a mobile exhibition display from the Leicester and Leicestershire Race Equality Centre that highlighted the contribution of African, Asian and Caribbean people to Britain in WW1. Conference delegates were able to view the exhibition throughout the day.

Keynote presentation two:

'The NHS – 'A Model Employer' – Race Equality (Workforce Race Equality Standard)'

Yvonne Coghill, Director – WRES Implementation Team, NHS England provided the delegates with an excellent and challenging presentation, in relation to the progress in the

NHS around race equality, but included a strong reminder that whilst progress has been made in some areas, much work still remains to be done.

Yvonne's presentation highlighted the following key points:

- Race equality remains a challenge in the UK, with BAME people experiencing a poorer experience than white people.
- In employment – BAME staff have poorer experiences and opportunities in the workplace (this is confirmed locally in ULHT's WRES data).
- Exploration of the impact of racism on the lived experience of BAME people.
- NHS England WRES Team launched 'A Model Employer' to improve race equality in NHS leadership.
- ULHT Model Employer aspirations to develop a representative workforce over the term of the NHS Long Term Plan presented to the conference.
- Ultimate aim: A fair experience for all.

Keynote presentation 3:

'My journey with equality'

Dr Anthea Mowat, recently retired Associate Specialist at ULHT, former Chair of Representative Body of the British Medical Association and Honorary Secretary Medical Women's Federation, presented an insightful and thought-provoking presentation and reflections on her journey with equality throughout her career.

Anthea's presentation highlighted the following key points:

- 1) Focus of projects led through the BMA:
 - * Homophobia in the NHS
 - * Disability access
 - * Production of a language guide
 - * Bullying and harassment in the NHS
- 2) Focus on engagement with other national equality work:
 - * Supporting the Equality and Diversity Council (with the WRES & WDES)
 - * Work with the General Medical Council
 - * Deech group for women in medical leadership
 - * Health Education England SAS career development
 - * NHS Staff Council
 - * Gender Pay Gap in medicine review

Anthea explored the work around bullying and harassment and reminded the delegates that there is a higher incidence of this for BAME doctors and that there is still much work to do.

Elaine Baylis, conference chair, thanked Anthea for her presentation, all her hard work at ULHT and in her many national roles and wished her all the very best for her retirement.

Keynote presentation 4:

‘The role of champions and allies’ led by the Lincolnshire Equality Leads

Sophie Ford from LPFT; Rachel Higgins from LCHS; Kamlijit Obhi from Lincs. East CCG and Tim Couchman from ULHT.

Tim commenced by providing an overview of the WRES Expert programme, which is part of the national WRES strategy, and reflected on his experience of the WRES Expert training and his role as chair of the WRES Expert group for the Midlands and East of England. He focussed particularly on his experience and role as a white ally for the race equality agenda.

Sophie and Rachel provided an overview of the strategic approaches to embedding equality, diversity and inclusion in their organisations, with a particular focus around the importance of champions and allies, and a focus on the exciting work they are leading around reserve mentoring.

Kamlijit introduced group work for delegates to undertake in exploring:

- What makes a good...
 - Executive sponsor?
 - Visible Leader?
 - Ally/ Champion?
- What kind of things could and should each be doing?

The session closed with a challenge for delegates to reflect on whether when in challenging situations they function as:

- * Colluder, who laughs, agrees and joins the banter
- * Bystander, who turns a blind eye and does nothing
- * Challenger, who pivots the situation in the moment

It is recognised that many people in the UK function as ‘bystanders’ and the challenge is how we gain the confidence and skills to be ‘challengers’.

Keynote presentation 5:

‘So what.....? Making the link – EDS and related tools’

Gaynor Walker, Senior Equality & Health Inequalities Programme Manager, Midlands Region – East of England Region, Equality and Health Inequalities Unit, Nursing Directorate, NHS England and NHS Improvement

This was Gaynor's third visit to Lincolnshire to support the BAME staff networks and the system. In her presentation, Gaynor provided an excellent overview of the revised Equality Delivery System, version 3, the publication of which is imminent. Key themes from Gaynor's presentation were as follows:

- Introduction to the new, revised Equality Delivery System (version 3).
- Overview of the primary NHS Equality and Inclusion frameworks.
- Focus on strengthened leadership domain in EDS, requiring leaders and board members to evidence their personal commitment and contribution to the equality and inclusion agenda of their organisation.
- Shift of responsibility for delivery of equality related action plans to those delivering the service (not just the ED&I Lead).
- Requirement for stronger and more varied evidence (opportunity for innovation).
- Requirement for system-wide alignment and collaboration of the EDS.

CULTURAL CELEBRATION AND STAFF STORIES

Alongside the wealth of information and expertise shared in the keynote speeches, the conference delegates were able to enjoy a range of cultural delights ranging from a recital of Caribbean poetry, an interactive story from Poland and a static display highlighting the significant contribution of BAME people to the United Kingdom.

A number of staff shared their powerful and compelling stories about their personal experiences of living and working in Lincolnshire.

ONE BIG IDEA / RECOMMENDATIONS

Delegates were invited to engage in group work related to the themes of the conference and share their recommendations for improvement and highlight what their one big idea for improvement would be from the day.

The top ideas from each of the tables are listed below:

- Getting boards to listen more directly to the BAME networks
- Positive action in the recruitment process
- Breaking silence at team level

- Offering actual progression
- Understand 2028 aspirations – start today
- NELFT – learning into action – networking better
- Replicate something like rainbow badges – visibility
- Engage with BAME student midwives
- Challenge people safely - culture
- Not being neutral – using stories positively
- Middle managers to be ‘encouraged’ to attend such events – accountability.

These actions will be considered and integrated into organisational BAME Staff Network action plans, as appropriate.

EVENT FEEDBACK AND EVALUATION

37 of the 66 conference delegates completed the evaluation form and the analysis is attached below:



Evaluation report for
BAME conference- 15.

NEXT STEPS

The event presented an occasion for all involved to make a considerable contribution to shape the future of services in our area for many years to come.

The NHS organisations will take this report to their respective BAME Staff Networks for consideration and include in their actions for improvement.

CONTACT INFORMATION

To contact the event team about any aspect of this report, or if you are interested in getting involved in this work further, please contact:-

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APPENDIX 1
AGENDA FOR THE DAY

LINCOLNSHIRE DIVERSITY AND INCLUSION EVENT
RACE EQUALITY

Tuesday, 15 October 2019 at 9.00 am - 4.00 pm

The Showroom, Tritton Road, Lincoln, Lincolnshire, LN6 7QY
(lunch will be provided)

A G E N D A

- 9.00 am Arrival, registration and refreshments.
- 9.30 am Welcome, introductions and overview of the day. Elaine Baylis, Chair, ULHT and LCHS
- 9.40 am Celebrating Black and Asian History. Kamljit Obhi, Equality, Diversity and Human Rights Assurance Manager, Lincolnshire East and South CCG and Dr Iris Lightfoote, Chief Executive of the Leicester and Leicestershire Racial Equality Centre
- 10.15 am The NHS - A Model Employer – Race Equality. Yvonne Coghill CBE, Director, NHS England WRES Team
- 11.00 am Refreshments.
- 11.15 am My journey with equality. Dr Anthea Mowat, retired Associate Specialist - Anaesthetics - ULHT
- 11.45 am The role of Race Equality Champions and Allies. The Lincolnshire Equality Diversity and Inclusion Leads
- 12.30 pm Lunch and mobile exhibition.
- 1.30 pm Cultural celebration. NHS staff to lead
- 1.45 pm The New Equality Delivery System. Gaynor Walker, Equalities and Health Inequalities Lead, NHS England and NHS Improvement
- 2.30 pm Personal stories from BAME people living and working in Lincolnshire. Linda Kalinda, Edwell Munyonga and Tendai Shumba
- 3.00 pm Refreshments.

- 3.15 pm Group work – Identify your top themes from today and your one big idea.
- 3.45 pm Conference chair summary. Elaine Baylis, Chair of ULHT and LCHS
- 4.00 pm Close.

APPENDIX 2
SPEAKER BIOGRAPHIES