



England

London Primary Care Workforce Race Strategy

Primary Care School London

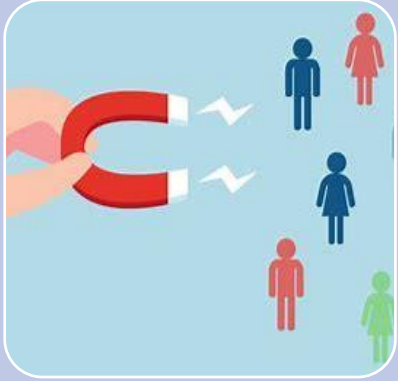


Contents

- Wider context
- London Primary Care Workforce Race Strategy with key findings from the Pan-London Discrimination & Racism Primary Care Survey, July 2022
- Resources for Primary Care
- Recommended next steps

Wider Context

Agreed 2020 – 2023 London Primary Care Workforce Strategy



Retention of the primary care workforce – how can we support learners to stay, linking to recognition of learning environments and working with employers to improve retention.



Ensuring **distribution** and **skill mix** of the primary care workforce meets population health need.



Ensuring **workforce development** links to changes in clinical systems and pathways – proposed that the PCS Board would receive regular updates as clinical service develops to ensure connection to discussion on future workforce education and training.



Ensuring equality and diversity is supported in our education and workforce development. **London Workforce Race Strategy (WRES)** will be fully supported and implemented.



Primary Care Anchor Networks
Widening access to quality work mindful on inequalities, increased local collaboration and purchasing; using local buildings for community purposes and ability to positively influence economic recovery.

Primary Care School Board linking with stakeholders ratified 5 strategic priorities in 2020 for 3 years.

London Primary Care Workforce Race Strategy

Pan-London Discrimination & Racism Primary Care Survey, July 2022

Headline Figures and Main Messages

- Over 1,000 primary care workers took part
- 49% experienced discrimination or harassment at work in the past year
- 30% experienced **racial** harassment or discrimination from patients and 18% from colleagues
- 1 in 3 instances of racial discrimination reported.
- Only 1 in 10 who reported it said it was dealt with well.
- Discrimination and harassment based on personal characteristics is widespread from both patients and colleagues
- Ethnicity is the most common protected characteristic associated with harassment and discrimination in primary care

The most common suggestions to help address racism at work:

- Training for all team members (33%)
- An independent group to provide advice and investigate (21%)
- A zero-tolerance campaign with patients (21%)



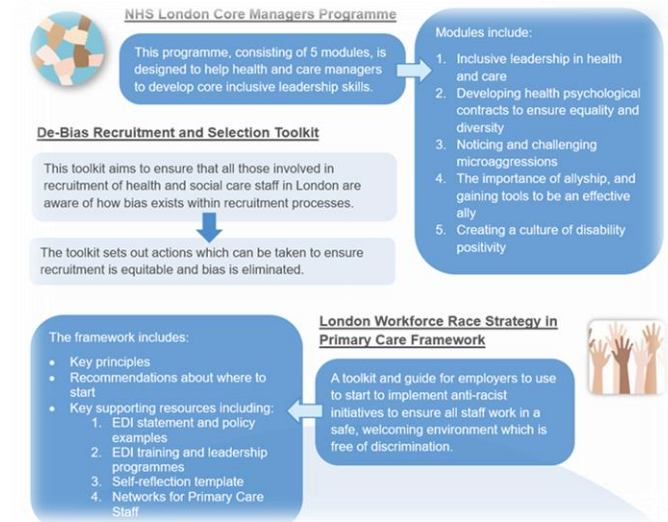
The London Workforce Race Strategy in Primary Care Working Group was established in March 2021 and builds upon the [London Workforce Race Strategy](#) published in October 2020. This regional primary care strategy takes its work streams from the recommendations in the wider London strategy. Underpinning both strategies is an assessment of the experiences of black and minority ethnic staff against the [Workforce Race Equality Standard](#).

Cultural Transformation	Multiprofessional Leadership Networks / Groups	Competency framework and development programme for all core managers, supervisors and line managers	London Nursing Plans
<ul style="list-style-type: none"> • Pan-London Racism and Discrimination survey • Workforce training and development • Anti-Racism framework developed for employers • Development of networks <ul style="list-style-type: none"> • EDI PC Dashboard 	<ul style="list-style-type: none"> • Sustainability of London Primary Care Workforce Race Strategy • Training Hubs currently leading – region to support • Regional London Primary Care Workforce Race Strategy Forum 	<ul style="list-style-type: none"> • NSHE Core Managers Programme for all NHS colleagues including Primary Care <ul style="list-style-type: none"> ➢ Inclusive Leadership ➢ Psychological Contract ➢ Noticing and Challenging Micro-aggressions <ul style="list-style-type: none"> ➢ Effective Allyship ➢ Increasing Disability Positivity 	<ul style="list-style-type: none"> • Collaborative working with the Nursing and Midwifery Steering Group – London Workforce Race Strategy <ul style="list-style-type: none"> • DA toolkit • Talent Management Programme for nurses including GPNs
Speak Up Guardians	WRES Experts Programme	Allies Programme	Modernising HR Processes
<ul style="list-style-type: none"> • National Policy Freedom to Speak up Guardians – Primary Care included 	<ul style="list-style-type: none"> • Discussions regarding an EDI Experts Programme for Primary Care – a focus on cultural change and behaviours 	<ul style="list-style-type: none"> • Effective Allyship is now part of the NHSE Core Managers Programme available to Primary Care colleagues 	<ul style="list-style-type: none"> • NHS Debias Toolkit developed and adapted for Primary Care

The London Primary Care Workforce Race Strategy has been endorsed by Dr Navina Evans, Chief Workforce, Training & Education Officer; Lizzie Smith, Regional Director London and National EDI Lead; and Dr Nnenna Osuji Chair of London EDI Steering Group and Chief Executive of North Middlesex University Hospital NHS Trust

Resources for Primary Care

1. London Workforce Race Strategy in Primary Care Framework
2. NHS London Core Managers Programme – modules include:
 - *Inclusive leadership in health and care*
 - *Developing health psychological contracts to ensure equality and diversity*
 - *Noticing and challenging microaggressions*
 - *The importance of allyship, and gaining tools to be an effective ally*
 - *Creating a culture of disability positivity*
3. Debias Recruitment and Selection Toolkit for Primary Care
4. NHSE Freedom to Speak-up Guardian Guidance
5. Staff Network Shared Purpose Guidance – created by SWL
6. Talent Management Programme for Nurses
7. Regional London Primary Care Workforce Race Strategy Forum
8. Regional support from the NHSE Equality & Inclusion Workforce Team, London



London Primary Care Workforce Race Strategy

Recommended next steps and leads / support

Helpful first steps / quick wins

Longer term action related to London

Primary Care LWRS

Next step	Lead	Support
To continue to promote, support and implement the London Primary Care Workforce Race Strategy	Training Hubs / ICBs / Committees	Region
Continue to support sustainability of the London Primary Care Workforce Race Strategy	ICBs	Region
Continue to deliver EDI education, training and development	Training Hubs / Committees	ICBs
Continue to support employers to implement the Antiracism Framework	Training Hubs / ICBs / Committees	Region
Continue to develop networks	Training Hubs / ICBs / Committees	Region
Ensure Freedom to Speak up Guardians are accessible to Primary Care colleagues	ICBs	National
Continue to ensure employers are aware of and have access to current regional offers / resources	Training Hubs / Committees	-
Continue the Training Hubs London Primary Care Workforce Race Forum	Training Hubs	Region
Primary Care representation to continue in the Nursing and Midwifery Group – LWRS	Training Hubs / ICBs	Region
Primary Care representation to continue in the regional Peoples Board EDI sub-group	Training Hubs / ICBs	Region
Follow up with national regarding EDI Improvement plan and shaping for Primary Care	Region	-