

Midlands Workforce Race Equality Plan

Time for action





In this **Easy Read document** we talk about people from different **ethnic** backgrounds.



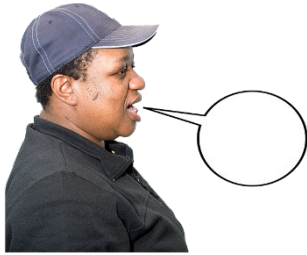
We currently use the term **Black and Minority Ethnic** or **BME** to describe people from different **ethnic backgrounds**

We are still working out the **best phrase** to use **instead of BME** so this **may change** in the **future**.



Ethnic means being **part of a group** that has the **same**:

- **culture**
- **tradition**
- **religion**
- **or race**



We Need To Talk About Race



As **part of** the **work** to make **race equality** happen we spoke to some **Midlands NHS** **leaders**.



If you **watch these videos first** it should make it easier to **understand** this **Easy Read** **document**.



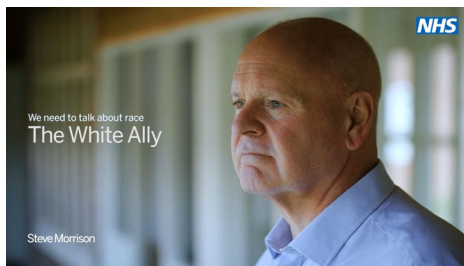
[Watch the video](#)



Shajeda Ahmed

Director of People, OD & Inclusion
North Staffordshire Combined
Health Care NHS Trust

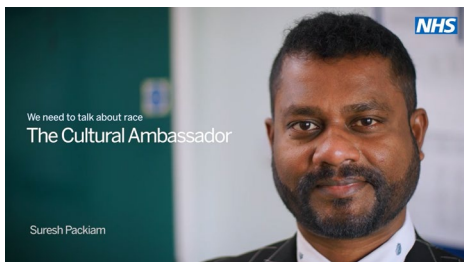
[Watch the video](#)



Steve Morrison

Director of Workforce and OD
(Midlands)
NHS England and NHS
Improvement

[Watch the video](#)

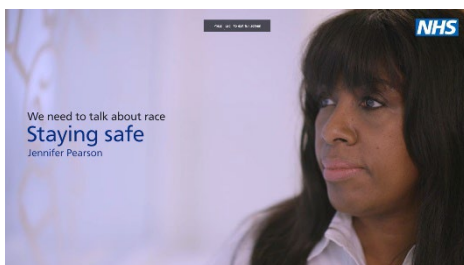


Suresh Packiam

Staffordshire & Stoke-on-Trent Care
Group
Midlands Partnership NHS
Foundation Trust

[Watch video 1](#)

[Watch video 2](#)

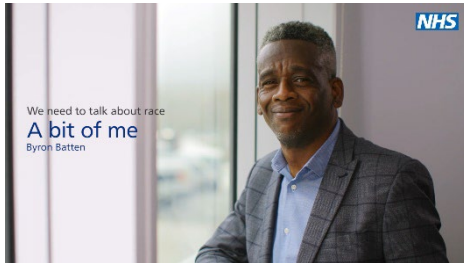


Jennifer Pearson

Regional Lead (Midlands) Chief
Nursing Officer
University Hospitals Birmingham

[Watch video 1](#)

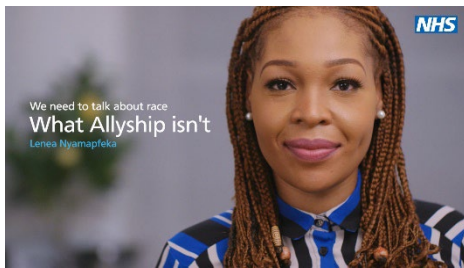
[Watch video 2](#)



Byron Batten

Head of Inclusion-Improvement,
Communications and Engagement
University Hospitals Birmingham

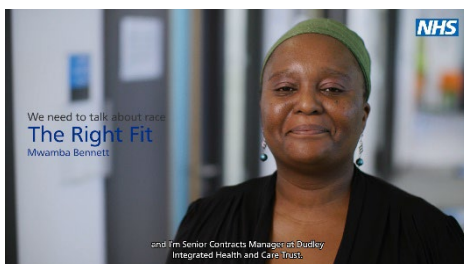
[Watch the video](#)



Lenea Nyamapfeka

Equality and Inclusion Compliance
Manager
Workforce Race Equality Standard
(WRES) Expert
Northamptonshire Healthcare NHS
Foundation Trust

[Watch the video](#)

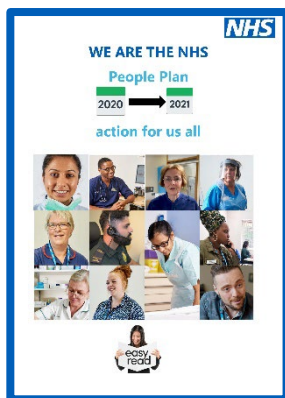


Mwamba Bennett

Senior Contracts Manager
Dudley Integrated Health and Care
NHS Trust



This **Midlands Workforce Race Equality Plan** was written by the **NHS Midlands Equality Diversity and Inclusion Team**



The team used the **NHS England People Plan** to write this **plan**.



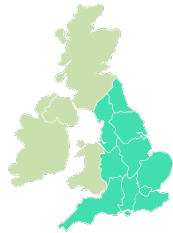
The team want to make sure **NHS workers** in the **Midlands** are **treated the same** as everyone else working for the **NHS** in **England**.

What's inside?



Why is race equality important?

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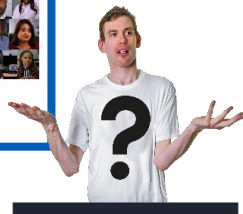


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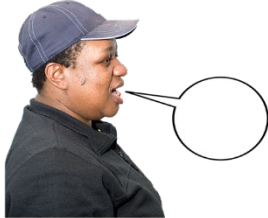
Be honest and take responsibility

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Celebrating good work

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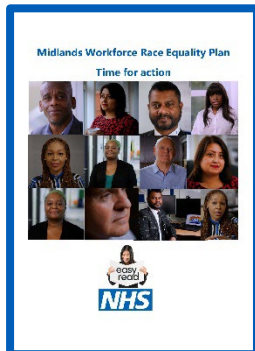


Taking this work forward

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Welcome

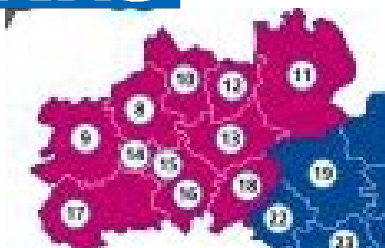


Welcome to the **Midlands Workforce Race Equality Plan**



This **plan** is about:

- **race equality** for Midlands **NHS** workers



- making the **NHS** **better** for **everyone** in the **Midlands**



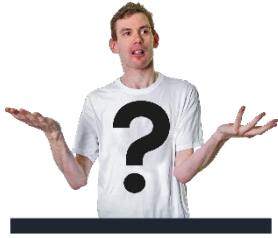
What is equality?



Equality is about making sure everyone is:

- **treated fairly** and has the **same chances**
- **included in decision making.**





What is race equality?

Race equality is about making sure people of **different races** are:



- **treated fairly**



- **included in decision making.**



Why is race equality important for health and social care workers?



Workers from **different backgrounds** have **different chances** and **experiences** of working for the **NHS**.



Health and social care leaders are often **white men** and **do not share** the **experiences** of:



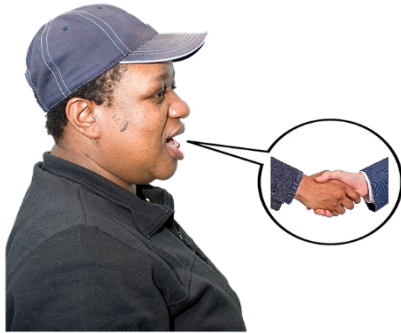
- the **health and social care workers** they are in charge of



- the **local communities** they **run services** for.



We have needed to **change** the **NHS** for a long time.



In **2020** more people talked about **race equality** in the **UK** and **across the world** because:



- **more BME** people than white people in the UK were getting **COVID** and **dying**



- **information** tells us that the experience of **BME workers** is **getting worse**



- the **Black Lives Matter** movement showed us how **bad** the **problem** of **racism** is in the **UK** and the **rest of the world**



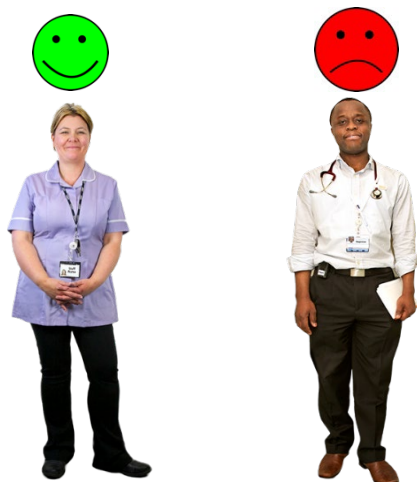
- and that **black people** have **experienced racism** for many years.



The **Workforce Race Equality Standard** shows us where the **NHS** has **problems** with **racism** in the **workplace**.



This **race equality plan** continues the work of the **Workforce Race Equality Standard** which says:



BME NHS workers are **more likely** to say their **experience** of **work** is more difficult than **white NHS workers** because of **racism**.



WRES started in **2014** to make sure **BME workers** in the **NHS**:



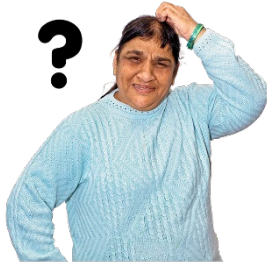
- are **treated fairly** at work.



- have the **same fair chances** to have a **better career**



NHS leaders in the **Midlands** must make **race equality** **happen** so that the **NHS** is a **fairer** and **better** place to work.



This plan explains:

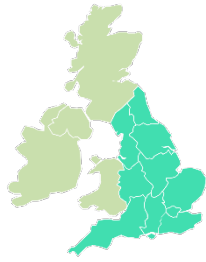
- **why** it is **difficult** to make Race Equality happen in the **Midlands**



- **how** we can make **long term changes** at the **NHS**



- what the **NHS** are **doing to make a change**.



What is happening in England?

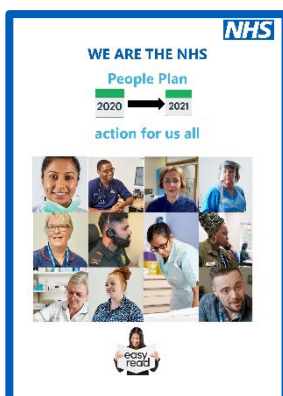


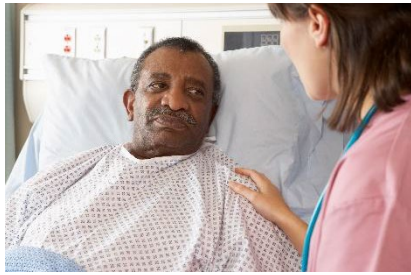
The **goal** of our **race equality plan** is to **make sure** that **all** workers are treated **fairly**.



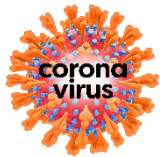
This plan includes **goals** from:

- the **NHS Long Term Plan** - which says that **equality is important**
- the **People Plan** - which says we **must look after** each other and **make sure** the **NHS** is a **better place to work**.

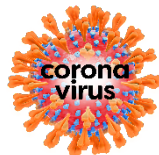
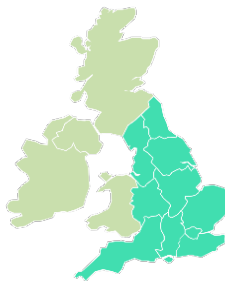




COVID has shown us that there are **big differences in health** between **white** and **BME people** so action **must** be taken **now**.



More **BME NHS** workers died from **COVID** than **white NHS** workers.



More **BME patients** died from **COVID** than **white patients** across England.



The ideas in this plan



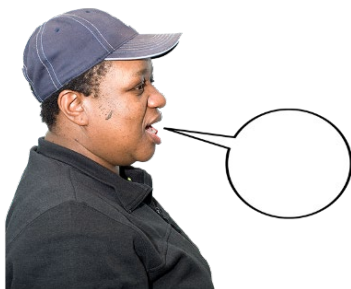
We want to make the **NHS** better by **finding** and **using** the **best information**.



So the **NHS** worked with **race experts** and talked to **other experts** and **leaders**.



Lots of the **ideas** in the plan are also based on the **lived experience** of **NHS workers**.



The **NHS workers** shared **honest** and **truthful** stories about **their working life** in the **NHS**.



Hearing their stories **helps** us to make the **NHS** **better** for **everyone**.



Since **2015 Workforce Race Equality Strategy** has collected a lot of information about **BME NHS** workers in the **Midlands**.

The **Workforce Race Equality Standard** says:



only a **small number** of **leaders** in the **NHS** in the **Midlands** are **BME**.



- It can be **more difficult** for **BME people** to **get a job** in the **NHS** than **white people**



- More **BME NHS workers** get **disciplined** at work than **white NHS workers**



- **Disciplined** means getting into **trouble** at work or **losing your job**.



BME NHS workers in the **Midlands** report a lot of **harassment** and **bullying** from other workers



- More **white workers** than **BME workers** think they can have a **good career** in the **NHS**.

41



There are **forty-one** **NHS** organisations in the **Midlands**.

2020

7



In **2020**, **seven** of these organisations **did not have** any **BME board members**.



Board members are people who **work together** to make **important decisions** for **NHS** organisations.



Only a **small number** of **NHS COVID** leaders in the **Midlands** are **BME workers**.



Leaders need to **take action** so that **more BME workers** can **make decisions** in **NHS** organisations in the **Midlands**.



The **goal** of the **NHS** in **Midlands** is to run the **best health** and **wellbeing service** possible.



To do this **all NHS workers** should be **healthy** and **cared for**



Research and **feedback** from **workers** showed that:



- Being **treated badly** can make **NHS workers unhealthy**.



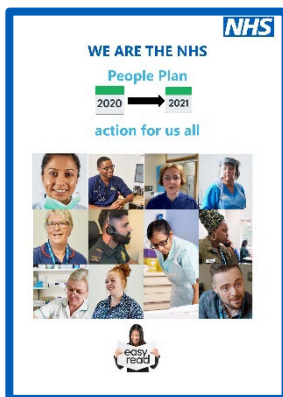
BME NHS workers are:



- **less healthy**



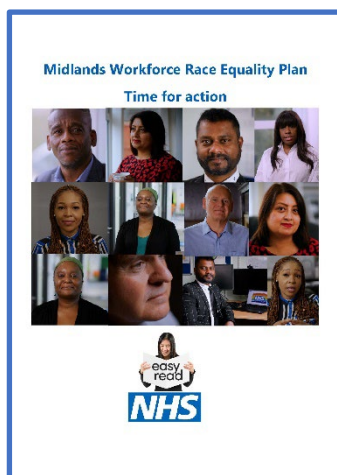
- **treated worse than other groups**



The **NHS People Plan** written in **summer 2020**, says the problem of **race discrimination** needs to be **sorted out quickly**.



Health and social care leaders and **workers** have **worked together** to **write** this **plan**.



This **plan** explains how **race equality** can **happen** in **Health and social care** across the **Midlands**.



The **NHS** was **set up** so that **everyone** who needed **healthcare** was treated **fairly** and with **respect**.

But research also shows that:



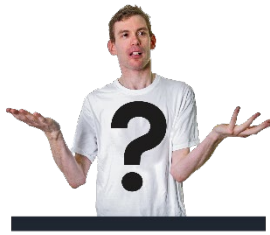
- **BME people** experience a poorer **healthcare service** than **white people**.



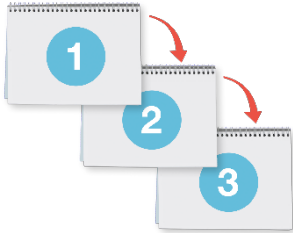
- **NHS BME workers** have a **worse** work experience.



This plan will only work if everyone takes responsibility for their actions.



How will this plan work?



There are **3 important parts** to this **plan**:



Part 1

Everyone should **learn** what **racial discrimination** means.



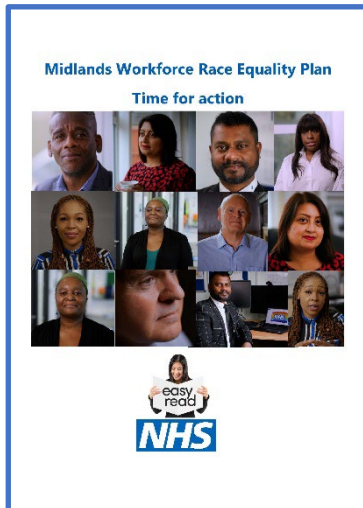
Part 2

If **anyone** sees a **BME person** being **treated unfairly** they should **ask** for it to **stop**.



Part 3

Everyone should **work together** to **stop BME people** being **treated differently**.



This plan **supports all NHS workers** in the **Midlands**.



When **race equality** happens for **BME workers** in **Health and social care services** it will support everyone such as:



- people of **different ages**



- **disabled people**



- People who **have changed their gender**
- And people who are **changing their gender**



- **pregnant women and mothers**



- people who **believe in a religion**



- and people who **do not believe** in a **religion**



- people **attracted** to the **same sex**



Or

- the **opposite sex**.



It is **important** that leaders in the **NHS** **make the plan work**.



What is leadership?



Leadership and **management** are different.



Someone can be a **good manager** but **does not know** how to:

- **inspire people**
- **be a good leader**



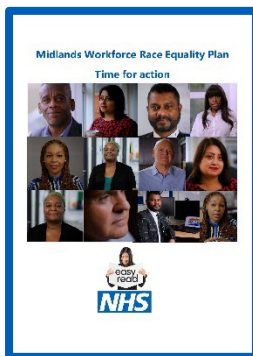
Inspiring leaders encourage others to **do their best** and **set a good example**.



Someone can be a **leader** who **inspires people**



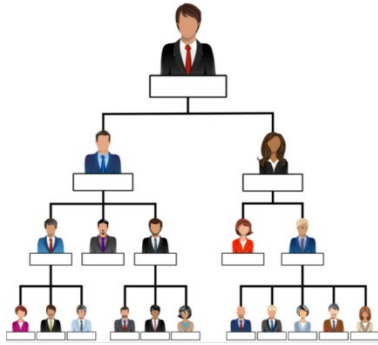
but they are **not** a **manager**



Our plan explains what **NHS managers need to do** to **become leaders**.



We know that **this plan** will **only make a difference** if we have the right **NHS leaders** in the **Midlands**.



Leaders can be **managers** at **any level** in the **NHS**.



Leaders are **people** who can **make changes**.



Leaders can help **other people** make **good changes** too.



To make **this plan** work **NHS** **leaders** in the **Midlands** will:



- Know **how** to **stop racism**



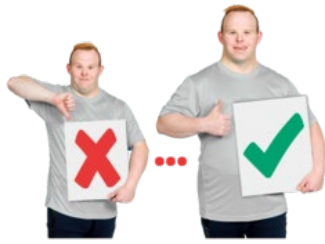
- Find out more about **how** other **NHS workers feel** and **listen** to them.



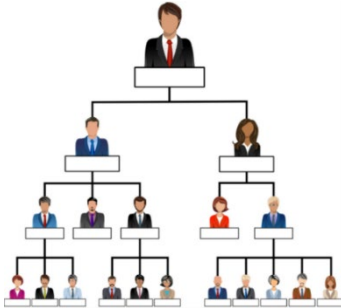
- **Stop** people being **treated badly even if** this is **difficult**



- **Show** that they **care about everyone**



- **Take action** to make **things better** or **explain** why things **have not got better**



- Get the **right support** from other **NHS** leaders



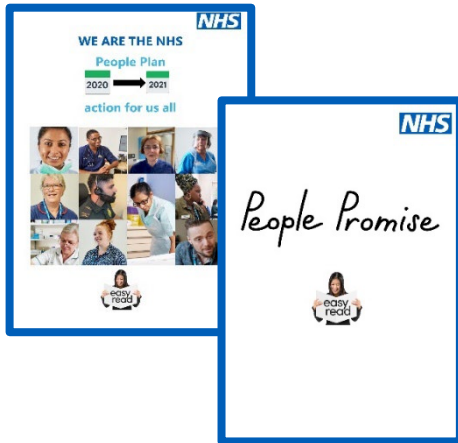
- Have the **right skills** and **training** to be a **good leader**



- Need to **be tested** on **how good** they are as a **leader**.



Taking action



The **NHS People Plan** and the **People Promise** says:



- all **NHS workers** should **look after** each other.



- **everyone** should feel **included** and **happy** to work in **health and care services**



- The **NHS** should **act quickly to stop** people being **treated badly**.



Race equality needs to happen so that **NHS workers** can:



- get **good support**



- move into **better jobs** to run **better patient care**.



In the **Midlands**, **NHS** workers and **leaders** tell us that **racism** is the **biggest problem**.



That means the **NHS** in the **Midlands**



is **not a fair place** to work.





Take action to stop racism



Everyone working for the **NHS** in the **Midlands** should:



- **Understand** their rights to be **protected** from **racism** or **racists** if they are a **BME** person.



- **Respect** everyone



- be **supported by** their **managers** and other **workers** if they are treated **badly** **because** of their **race**.



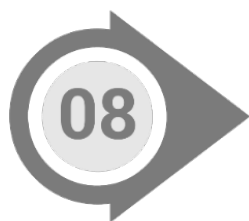
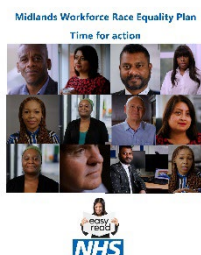
- Feel **safe** to **speak up** and **tell the truth**



- Be **recognised** for their **skills** through **awards** or **better jobs**



- Have a **fair chance** to get a **new job** or get **promoted**



The **NHS** in the **Midlands** has **split** this **plan** into **8 action points**.



There are **6 action points** in this **Easy Read document**.



The **actions** will be **carried out** over the **next 5 years** to **make race equality happen**

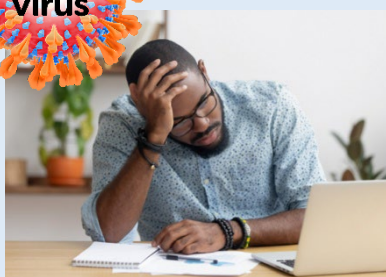


Action Point 1

Health and wellbeing support for everyone



A government **report** said more **BME people** think that the **NHS** does not protect their health.



Covid-19 has had a **big impact** on **BME people**.



More BME people who work for the **NHS** have **died** from **COVID-19**.



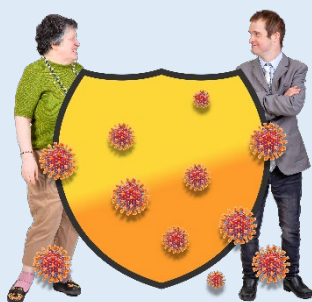
In the **Midlands BME NHS workers** are still **worried** about their **health and safety** ds



The **NHS** in the **Midlands** will:



- Make sure **all managers** know how to support **BME workers** to stay **healthy and safe**



- Keep all **NHS workers** safe from **COVID-19**



- Find out how **BME NHS workers** can get more support to **stay healthy and safe.**



Action Point 2

Get more BME workers to speak up



The **NHS** has a service called the **Freedom to Speak Up Guardian**.



This service **helps NHS workers** feel **safe** to **complain** about how they are **treated at work**.



In England **BME NHS workers** **do not use** this service very much.



The **NHS** in the **Midlands** want all **BME** workers to:

- Use the **Freedom to Speak Up Guardian Service**
- **Trust** the **Freedom to Speak Up Guardians**



What do you think?



Have you used the **Freedom to Speak Up Guardian**?



The **Francis report** said a lot of **NHS** workers did not want to **speak up** about:



- bullying
- harassment
- discrimination.



That means **vulnerable groups** including **BME NHS workers** were **less likely** to **speak up** about their **concerns**.



This could mean **racism** and **discrimination** is **not being reported** when it happens.



To help **BME workers** and other workers **speak up** if they have a problem, the **NHS** in the **Midlands** will:



- Find out **why NHS** workers in the **Midlands** are **not speaking up**



- Find out what could be done to make **NHS workers** trust the **Freedom to Speak Up Guardian Service**.



- Find out what will make it **easier** for **NHS workers** to **speak up**.



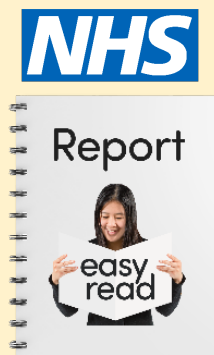
- Make sure **NHS leaders** **understand** the **reasons** why **NHS** workers are **not speaking up**



- Help **NHS leaders** deal with the **concerns**.



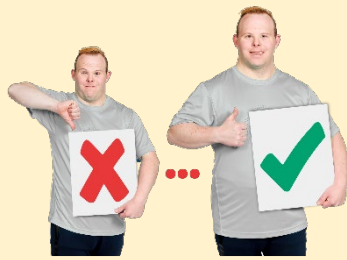
How NHS workers are treated in the Midlands and East of England



NHS reports say **BME NHS** workers are **treated worse** than **other workers** when they:



- **apply for a job** with the **NHS**



- try to **get a better job** in the **NHS**



- they might have **done something wrong** at work and could get **disciplined**.



Action Point 3

Stop racism when BME workers are disciplined



More **BME NHS** workers were **disciplined** in the **Midlands** than the **rest of England**.



So the **NHS** will:



- Find out if these **BME NHS workers** should have been **disciplined** in the **first place**.
- Ask an **independent organisation** to find out if so many **BME NHS** workers were **disciplined** because of **racism**.





- **Give training** to **managers** to help them **understand** if they are being **unfair** to **BME NHS workers** who get **disciplined**



- **Stop** this **unfair treatment** of **BME NHS workers**.



Action Point 4

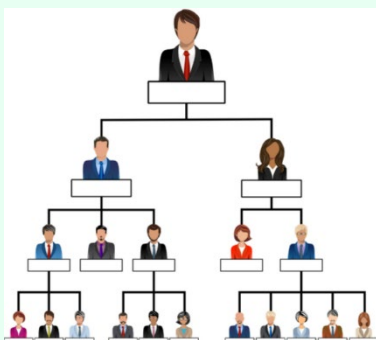
Stop racism when people apply for jobs or try to get a better job



There is proof that **racism** stops **BME NHS workers** from getting **better jobs**.



Often **BME NHS workers** have **skills** and **qualifications** that they **do not** get the **chance to use**.



This **includes** people at **all levels** such as **NHS leaders**



This means **BME NHS workers** **do not** get the **chance** to be an **NHS leader**.



Application Form

Name 	Address
Education 	Work

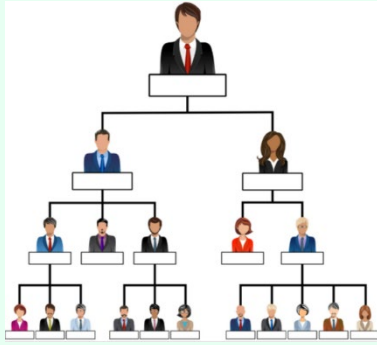
To **stop racism** when people **apply** for a **new job** the **NHS** will:



- Find out if **BME NHS workers** are able to **reach their goals** at work



- Make **job interviews fairer**



- Make sure **BME NHS** workers get jobs at all levels.

C





Action Point 5

Be honest and take responsibility



The **NHS** is **not very good** at **speaking up** when things **go wrong**.



NHS workers in the **Midlands** have told us **they think**:



- it is **taking too long** to **stop** people being **treated unfairly**.



- All **NHS** workers should **make sure** that **everyone** is **treated fairly** at work.



- **Managers** should explain **why** it is taking **so long** for the **NHS** to **make race equality** happen.



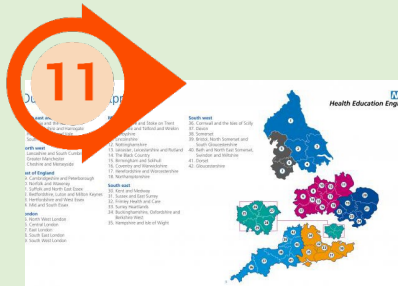
- **NHS workers** should have the **power** to **change** how other workers are **treated** at work



- The **NHS** should **set targets** to **make sure** workers are **treated fairly at work**
- The **NHS** should have these **targets** in place for a **long time**.



Working across the Midlands and East of England



There are **11 systems** in the **Midlands** that help provide **Health and Social Care services** for local people



A **system** is a **partnership** of **different organisations** who **work together** including:



- the **NHS** including **organisations** that **pay** for **services**



- Local Councils**



- **Colleges**



- **Charities**



Each system will set up a **People Board** to **support Health and Social Care** workers.



A People Board:

- is a **group of people** who represent local **Health and Social Care** services



- holds **meetings** to make **important decisions** about **Health and Social Care** workers.



- make sure **racism** and other types of **discrimination** are **urgently dealt with**.

People Boards will set up **smaller groups** that:



- Work on **race equality** and **inclusion**



Inclusion is about making sure people feel they **belong** and are **included** in **decision making**



- make sure **racism** and other types of **discrimination** are **urgently dealt with**.



Change needs to happen so that **everyone** in the **local community** can get **high quality services**.



Health and Social Care organisations must work together to make the workplace **fair** for **BME people**.



Action Point 6

Celebrating good work



There has been some **good work in the Midlands** to make sure **BME Health and Social Care** workers are **treated fairly**



The **NHS** wants to **celebrate** and **share** this **good work** by:



- Making a **website** where people can **find out** about the **good work**



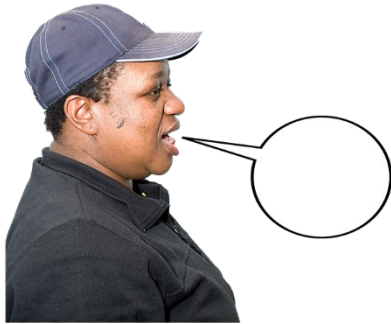
- **Awarding workers** when they do **good work**



- **Telling everyone** about the good work they have done



- **Share** good ideas and **try out new ways** of **working**.



Tell us about your good work



The **NHS** in the **Midlands** need lots more information on **good ideas** that make things better for **NHS workers**.



Please **tell the NHS** about any **good work you** are doing to make **race equality** happen



We want **NHS workers** in the **Midlands** to **get in touch** about:



- **How** they have **made things better** for the people they **work with**



- How they are **making services fairer** for **workers** and **bettors**



- **Their new ideas** to make things **fairer** for **NHS workers**



- **Ideas** and **ways of working** that **did not work**.

Because it is **important** to **learn from mistakes** too.



How do we know change is happening?



The **NHS** has a **lot of information** from **BME NHS workers** about **racism** at work.



The **NHS staff survey** and **Workforce Race Equality Standard reports** help the **NHS** to find out if there is **less racism** in the **workplace**



This **information** is **useful** but it **does not** include stories from **NHS workers**.



Racism also **stops** BME **NHS** workers from **speaking up**



The **NHS** needs **safe spaces** where people feel like they can **speak up** and **be honest**.



Any organisation that is **fair** and **equal** will need to **keep records** to find out if things are **getting better**.



This **information** should be used to:



- **Report** on what **works well**



- **Report** on what **does not work well**



- Find out **what stops things** from **getting better**



If **you** work for the **NHS** in the **Midlands**



Please send your **stories** and **ideas** about making things better **by emailing Kuvy** and **Paul** at the Equality and Diversity Team.



nhsi.midlandsedi@nhs.net



Taking this work forward



This **plan** explains how **leaders from** the **NHS** in the **Midlands** want to make **big changes** to make **race equality** happen.

NHS England and NHS Improvement

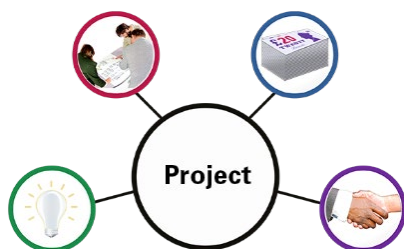




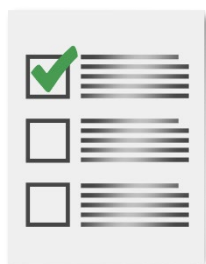
What has the NHS done so far?



- A **new team** is being **set up**



- A lot of **new projects** have started.



This **race equality plan** will have **an action plan** explaining what the **NHS** will do.



The **NHS** needs to **take action quickly** and **work together**.



NHS workers in the **Midlands** come from **lots** of **different** **backgrounds**.



Patients from the **Midlands** are also from **lots** of **different** **backgrounds**.



Information from the **2019 WRES report** says a lot of work is needed to make **race equality** **happen** at the **NHS** in the **Midlands**.



There needs to be:

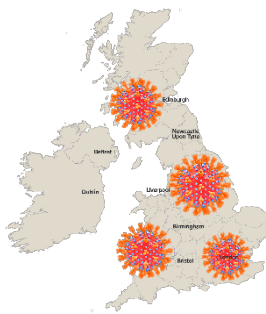
- more **BME** leaders



- fairer **systems** for **BME NHS** workers



- **more work** to make the lives of **BME NHS** workers **better**.



When **this plan** was written **coronavirus** was a **big problem** for the **NHS** in **England**.



All **NHS** organisations need to **understand**:



- The **information** they have about the **different backgrounds** of **NHS** workers



- The **lived experience** of **NHS** workers.



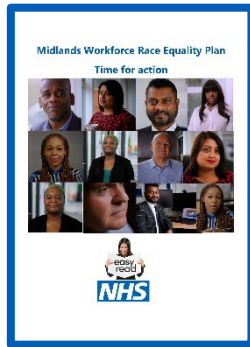
The **NHS** wants **organisations** to get **workers** to talk together about this **race equality plan**



This work will help the **NHS** to **work out** the most important things that **need to be done**.



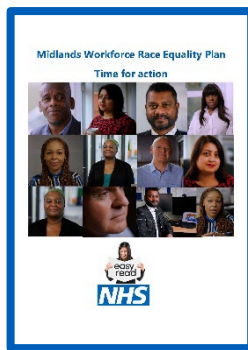
NHS leaders in the **Midlands** can be part of a **big change** to the **NHS** across **England**.



Now we need to **start working** on this **race equality plan**.



We think this is the **time** to make the **NHS** a **much better place** for **BME people** to work.



This **plan** was **written with**:

Derek Jones

A white ally, who **used to be** an **NHS leader** and **trainer**.



He **currently works** as a **volunteer** for the **NHS**



A **white ally** is a **white person** who **supports** and **speaks up** for **BME people**.



Regional **NHS** England and Improvement Midlands workforce and **Organisational Development** team.



People across the **11 health and care regions** including:



- **NHS** workers



- **Workforce Race Equality Standard Experts**



- **Staff Networks leads**
- **Equality, Diversity and Inclusion Leads**
- **Health and Wellbeing leads**



- **Freedom to Speak Up
Guardians**



- **Chief Executive Officers**
- **Human Resources Director**



- **System workforce leads**



Midlands Workforce Race Strategy was published **February 2022**.

