

Equality and Diversity Council Meeting Paper

18th October 2016

Update Paper on the 'Responses to Brexit and the impact on European Union and Black and Minority Ethnic staff in the health and social care sector.'

Purpose and context

At the last meeting the above paper was presented outlining the current issues facing health and social care following the decision of the UK to leave the European Union (EU).

Subsequently a series of recommendations were adopted which included the following:

- NHS Employers were asked to approach relevant governmental departments to express specific issues facing health and social care and potential long term implications of leaving the EU involving recruitment and retention;
- Approach relevant national body to help establish monitoring the specific levels of EU and BME staff employed and reported race related harassment or crimes.
- An on-going campaign to support EU and BME staff;
- Identify good practice.

The purpose of this paper is to provide the EDC within an update on progress and next steps:

Actions taken to date

- A letter from the EDC & Joint Chair Joan Saddler was sent to Danny Mortimer, Chief Executive of NHS Employers asking to look at ways of ensuring that the recently established Cavendish Coalition of health and social care organisations, set up to ensure a continued domestic and international recruitment also look at ways of addressing race and hate crime against BME and EU staff.
 - Contact has been made with NHS Protect to look at ways of monitoring reported race related harassment or crimes against BME and EU staff.
- To support [Hate crime awareness week 8th -15th Oct 2016](#) NHS Employers has produced a web page detailing key resources to support organisations as well as good practice
- In addition discussions have taken place with Paul Gianassi, Manager of the UK, Lead of the Cross Government Hate Crime Programme and working within the Ministry of Justice to look at ways of the EDC being part of any future cross government campaigns

Next steps

This paper is proposing the following actions:

- Continue to work with NHS Protect to look at ways of monitoring race related harassment or crime and explore ways of preventing and supporting corrective behaviours to help organisations manage hate crime.
- Build on discussions with the Cross Government Hate crime programme to ensure the any communication activity includes the involvement of health and social care.
- Collate and share further examples of good practice.

Recommendation and action requested

The EDC are recommended to support the actions outlined above

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