

NORTH WEST BLACK, ASIAN, AND MINORITY ETHNIC ASSEMBLY



NORTH WEST
Black, Asian and Minority
Ethnic Assembly

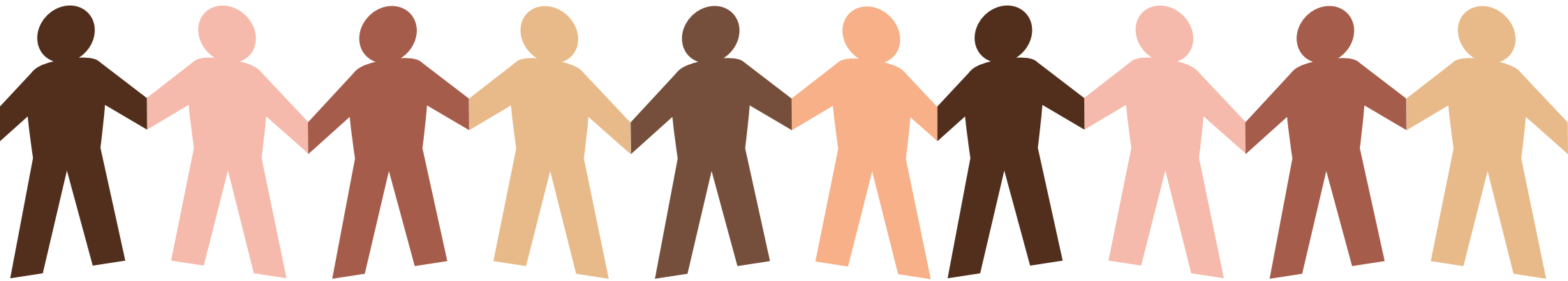
Annual Report

2023/24

NHS

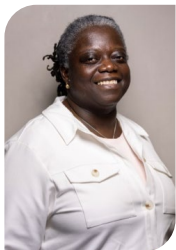
England
North West

Contents



Co-Chairs Forewords

In 2020, during the height of COVID-19, 70 Black, Asian and Minority Ethnic senior leaders across the NHS in the North West of England formed a strategic advisory group to address the disproportionality in the effects of the pandemic on minoritised communities. We then expanded our vision to tackle wider racial inequalities within healthcare that contribute to the poor health, care and experiences of ethnic minorities in the NHS.



Evelyn Asante-Mensah OBE

Co-chair of the North West
Black, Asian, and Minority
Ethnic Assembly and
Pennine Care NHS
Foundation Trust

Three years on, as we are recovering from the pandemic, we very much continue this work to influence the NHS in our region to become unapologetically Anti-Racist. There are persistent issues across the NHS workforce, such as career progression, bullying and harassment, lack of diversity in senior leadership, and discrimination for patients and staff.

We also highlight the racial inequalities in healthcare provision, such as the disparities in maternal and neonatal mortality and mental health provision and experience.

Over the past three years, we have developed an Anti-Racist Framework, to assist NHS organisations in our region to address racial inequalities faced by their workforce, patients and the communities served. This framework outlines the actions that are needed to embed Anti-Racism into the fabric of the organisation by emphasising the need for strong leadership, effective use of data and listening and investing in staff.

The Assembly has also hosted two conferences in Manchester, in 2022 and 2023, focused on race and health, where Chief Executives and Chairs across England were invited to learn, network and commit to reducing racial and health inequalities within their organisations.

As an Assembly, our vision remains the same as at inception – to advocate for minoritised communities, drive change towards racial and health equality and to promote Anti-Racism within healthcare in our region.

Co-Chairs Forewords

I have been proud to support the development of the North West Black, Asian and Minority Ethnic Assembly, which has grown fast in stature during its relatively short lifespan and facilitated some vital discussions about the NHS we want to work in, in the future and how we can respond best to the health needs and outcomes experienced by everyone who lives in our region.



Richard Barker

Co-chair of the North West Black, Asian, and Minority Ethnic Assembly and Regional Director for the North East and Yorkshire & North West regions

The importance of the platform it has provided to Black, Asian and Minority Ethnic leaders from NHS organisations across the region, to share their experiences and ensure they are heard and acted on, cannot be understated and I remain committed to helping it to grow further and ensure its influence is felt far and wide.

Within NHS England's North West regional team, the Assembly's work has helped us drive our own programme for looking at our commitment to becoming Anti-Racist, how we support other organisations to live those values, and really challenge ourselves to consider whether we are doing enough.

While the Assembly has undoubtedly continued to make impressive progress over the last 12 months, to which this report stands testament, it is clear there is still a lot of work to do and we must not be complacent. We must turn our ambitions into actions and draw on senior leadership from across the region, from NHS England, from the North West's Trusts, and from the Integrated Care Boards, to take another big step forward, ensuring we are not resting on our laurels, and we are making real, tangible improvements for our population, patients and staff.

Interim Director's Reflections

Last March, myself, Antemeka Cobham-Wilson, Race Programme Lead, and Harvinder Higgins, Co-ordinator and Project Support, formed the core team of the Assembly to drive the 2023/24 work plan, develop and promote the Anti-Racist Framework and raise the profile of the Assembly.



Sharmila Kar

Joint Director - Equality & Engagement
(Manchester Locality/Manchester City Council)
Interim Director for the NHS North West
Black, Asian and Minority Ethnic Assembly

Over the course of this year, we have successfully refreshed and launched the Anti-Racist Framework and worked with organisations across the North West to support their journeys towards becoming unapologetically Anti-Racist.

We have tabled interesting discussions on learning disabilities and ethnicity, maternal health, gaps in patient data for ethnic minorities and mental illness in underserved communities.

We have hosted a conference, bringing together 100 senior leaders from across England to learn about and discuss race equity and health, and commit to tackling inequalities across their organisations. As we prepare to open submissions for the first tranche of applications for Bronze status recognition for the Anti-Racist Framework, we can clearly see that our work is very far from done.

We have made immense progress over this past year as a core team, with the support of the Co-Chairs, steering group members and wider members, and we look forward to building upon and advancing this work with our colleagues across the system.

Meet the NHS North West Black, Asian and Minority Ethnic Assembly team



Sharmila Kar

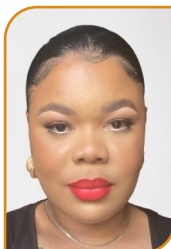
Interim Director

“Racism and discrimination are deeply ingrained within the social, political and economic fabric of our society and have a harmful impact on individuals and communities.

“We know that if we want to dismantle structures that are systematically Racist, we need to do some unlearning, and that starts with us. It starts with the people who are holding the power and influence. Race equality matters.

“In a world that is both diverse and deeply interconnected, organisations and institutions with greater levels of diversity and inclusive workplace practices are achieving better performance, engaged staff and higher levels of staff satisfaction and morale.

“I am proud of what we have achieved as a team working on behalf of the Assembly. We know we have more work to do, but I am hopeful about the future as we have an opportunity to work collaboratively on addressing racial inequality and making sure that inclusion is woven through the fabric of our organisations and systems.”



Antemeka Cobham-Wilson

Race Programme Lead

“The last 12 months have been incredibly rewarding due to the fact that we have made immense strides in influencing the healthcare system to become Anti-Racist. The

commitment and response from organisations across the region has been heartening, with the majority of Trusts, ICBs and the NHSE NW all on board with the initiative.

“I’ve had the opportunity to lead a wide-scale Anti-Racism programme and to work with senior leaders and colleagues across the North West region, and wider, to collaborate on advancing Anti-Racism.

“The work is not without challenges, as we are attempting to disrupt long-standing inequalities that are embedded within our healthcare system and society. However, the connections and commitments made thus far, have highlighted how concerted and decisive action can bring about change.”



Harvi Higgens

Co-ordinator & Project Support

“I have worked with the Assembly for two years, supporting the meetings, and as the Co-ordinator for the past 12 months. I link with

regional and system colleagues across the whole of the North West region to embed the Anti-Racism Framework.

“During this time, I’ve met a range of people from different backgrounds and with wide-ranging experience. It’s inspiring to see how collaboration, at scale, is making waves through the region and nationally, as demonstrated at the Health Inequalities conference last year.

“It’s now time to further put the plans and ideas into action by continuing to raise awareness of and implement the Anti-Racism Framework, and ultimately, improve health outcomes for our region.”

Tackling Racism – The regional perspective

The North West Anti-Racism Programme was designed to drive forward meaningful change, and build on existing positive practice across the North West, to move NHS organisations (including NHS England North West) in our region to be Anti-Racist. Following the outcome of the employment tribunal *Cox v NHSE*, which found that Michelle Cox, a North West nurse, experienced Racism and discrimination at work, Richard Barker and Evelyn Asante Mensah asked me to chair the North West Anti-Racism Steering Group.



Jackie Hanson

Joint Regional Chief Nurse & Chair, NW Anti-Racism Steering Group

“We are in the process of reviewing our staff network groups, which are focused on various dimensions of diversity, including race and ethnicity. These groups serve as forums for employees to connect, share experiences and collaborate on initiatives aimed at promoting inclusion and belonging. As part of this work, we are aiming to bring forward the introduction of the Black, Asian and Minority Ethnic Leadership Council, so actions going forward are co-produced, and we increase transparency in terms of progress and further action - transparency drives accountability and builds trust.

“Our approach is to mainstream and embed race equality into our policies, practices and decision-making processes, so that we can foster a culture that celebrates differences and addresses disparities and inequalities. We remain committed to advancing our Anti-Racism work and fostering a culture where all employees feel valued, respected and empowered to contribute their unique perspectives. We understand that this is an ongoing journey, and we will continue to listen, learn and take meaningful action to drive positive change.

“As we look forward, the next phase of work on becoming an Anti-Racist NHS, will be focused on embedding the Anti-Racism Framework and actions throughout organisations. This is a leadership priority for our regional team and ICBs. Despite our efforts, staff and patients are still experiencing Racist and discriminatory practice, which is why it is so incredibly important we continue with the momentum established in 2023.

“It has been a privilege to work alongside my steering group colleagues throughout the year and I look forward to continuing to develop the work further as we progress into 2024/25.”

The steering group is made up of knowledgeable and committed colleagues from multiple agencies and NHS organisations across the North West, including the North West Black, Asian, and Minority Ethnic Assembly, ICBs, North West HRDs, CQC, RCN and NHS England North West. Working with these colleagues over the past few months has been a real privilege, and the level of engagement, commitment, challenge and motivation by each and every member of the programme has meant we are making good progress in our efforts.

Members have been working through task and finish groups to identify actions and recommendations in the following areas:

- Group 1:** Embedding understanding of Anti-Racism to make it easier for everyone to be comfortable when asking questions about race, culture and religion
- Group 2:** Learning from the recent Cox vs NHS England employment tribunal, so we are certain what is unacceptable behaviour, and implement ways to intervene when we witness Racism in all forms
- Group 3:** Implementing the Anti-Racism Framework to support the NHS in the North West to take positive action to eliminate Racism
- Group 4:** Data analysis and impact so we can measure progress

The groups have made some fantastic process, which has meant we have begun implementing some initiatives, which include:

- Fundamental to sustained action in all organisations, is the understanding of what it means to be Anti-Racist, as an individual and an organisation, and therefore the region has commissioned an Anti-Racism Allies Development Programme in 2024 for senior leaders in the ICBs & NHS England North West
- In the regional NHS England team have now signed up and committed to the implementation of the North West Black, Asian, and Minority Ethnic Assembly's Anti-Racism Framework
- The North West Anti-Racism Book Club has provided an environment for participants to increase their knowledge and provide a forum to discuss and explore the content further
- The Royal College of Nursing has supported our work to learn from employment tribunal cases, enabling the group to consider the key events as stepping stones for learning and make recommendations for further action
- The work of Group 4 has been looking at the current available data available at regional level, changing the way we can see and track trends and progress to support the sustainability and embedding of the Anti-Racist work





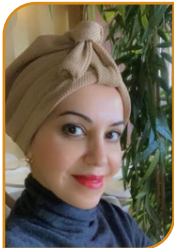
Thomasina Afful

Associate Director for Equality & Diversity Cheshire & Merseyside Integrated Care Board

“Cheshire and Merseyside (CM) ICB is extremely committed to achieving its vision of becoming Anti-Racist and is making steady progress in this regard.

“In September 2023, we published our ambition to achieve race equality for the CM ICS. To support this ambition, our Chief Executive, Graham Urwin, became the champion/sponsor for the Anti-Racism agenda. The board also approved the implementation of the North West Black, Asian and Minority Ethnic Assembly Anti-Racist Framework, aligning ourselves with the ambitions of other NW ICSs.

“The ICB is keen to continue collaborating with and learning from those organisations and systems, who are taking this journey to implement the North West Black, Asian and Minority Ethnic Assembly’s Anti-Racist Framework.”



Aisha Chaudhary

Director of Culture & Inclusion, Lancashire & South Cumbria Integrated Care Board

“Becoming an anti-racist organisation is a priority for LSC ICB. We have committed time and energy to adopt the anti-racism framework with our most senior leaders front and centre of ensuring implementation is enacted across our system. We appreciate we have a lot of ground to cover before we can claim to be an anti-racist system, with great work under way with our AHP leadership team, Finance directorate and One LSC I am proud that we are taking the necessary steps to make change happen.”



Majid Hussain

Director of Equality and Inclusion, NHS Greater Manchester ICB

“As soon as the Anti Racist Framework was launched it was great to see the CEO and executive team declare their

commitment to achieving ‘Gold’ within the framework, emphasising its importance in achieving the strategic aims of the ICB. The NHS GM ICB Board were the first to attend the anti-racism workshop, the workshop is now being rolled out to other parts of the organisation.

“Work continues on the review of policies and practices related to recruitment, retention and progression to strengthen inclusion and equity within these. We are also reporting on our ethnicity pay gap, as part of our commitment to being open, transparent, and building trusting relationships with our colleagues and communities. We will continue to publish this data to identify trends as we work to increase the ethnic diversity at NHS GM.

“We are making progress on establishing the Black, Asian Minority Ethnic Leadership Council, as part of implementing the Anti-Racist Framework, greater insights and co-production of actions.”

Our Vision and Mission – In action

Over the next few pages, Assembly members share their experiences so far, which includes details of some of the proactive steps that are being taken to embed a culture of Anti-Racism throughout their organisations.



Nikhil Khashu

North West Regional
Director of Finance,
NHS England

“As an original member of the Black, Asian, and

Minority Ethnic Assembly, I am so proud of its strengthening and unwavering ambition for its organisations to be ‘Anti-Racist’ by offering support to people and organisations through training/development opportunities, steering organisations to expected standards and embracing the NHSE Black, Asian, and Minority Ethnic community whilst recognising allies, who are on this journey with us - thank you.”



Dr Yana Richens
OBE PhD MPhil MSc BSc
(Hons) RGN RM

Director of Midwifery, Senior Research
Leader Programme: I NIHR Nursing and
Midwifery, Liverpool Women's NHS
Foundation Trust

“The Assembly has provided me with support and advice from colleagues across the North West, while the conference was inspirational and a great opportunity to share ideas and connect.”



Aziz Rashid

Non-Executive Director
Northern Care Alliance

“Being in the Assembly has really given me confidence right now to challenge what’s happening at my Trust and learn from good practice at other organisations.”





Dr Manju C. Pallam PhD, MSc, BSc (Hons), Senior Fellow HEA

Deputy Head of International for Faculty of Health & Education, Faculty of Health, Psychology & Social Care | Manchester Metropolitan University, Regional Joint Lead (North – West): Chief Nursing Officer's Black and Minority Ethnic Strategic Advisory Group

“Guiding the journey of the North West Black, Asian, and Minority Ethnic Assembly, I am honoured to be the voice of diversity, equity and inclusion as the CNO BME SAG representative. Our collective efforts are pivotal, navigating the Assembly through a meaningful journey that recognises the richness of our diverse experiences and underscores the importance of fostering an inclusive healthcare environment for all.”



Naveed Sharif

Associate Director of Culture and Inclusion, Chair of NW NHSE Staff Race Equality Network (SREN)

“Lancashire and South Cumbria Integrated Care Board (L&SC ICB) are immensely proud of all of our Trusts for committing and signing up to the NW Anti-Racism Framework (ARF). L&SC ICB is leading on a dedicated project associated with supporting our system colleagues to navigate and achieve the Bronze, Silver and Gold stages of becoming an Anti-Racist organisation and achieving the ARF.

“As the lead for this project in L&SC, and my own lived experience as a man of colour working in the NHS, I am immensely proud that our leaders in L&SC are committing to resourcing, tackling and eradicating Racism from our organisations and our communities. The ARF is a fundamental tool for structuring and organising our strategies and operations to tackle the root cause of Racism in society and our organisations. The disease of Racism will be tackled.”

At Warrington and Halton Teaching Hospitals NHS Foundation Trust (WHH), we are committed to uniting against discrimination and proactively putting steps in place to implement the North West Black, Asian, and Minority Ethnic Assembly Anti-Racist Framework.



Adam Harrison-Moran
(he/him)

Head of Culture and Inclusion
Warrington and Halton Teaching
Hospitals NHS Foundation Trust



We recognise that at its core, the framework addresses the systemic inequalities faced by Black, Asian and Minority Ethnic communities – through both a patient and workforce lens. WHH has adopted a multi-faceted approach towards implement the framework, beginning with our Multi-Ethnic Staff Network, and other staff network leads (LGBTQ+, Women's, Disability and Armed Forces) – recognising the power of intersectional thinking. By ensuring our staff voice is the guiding driver, we have established an Anti-Racist Organisation Task and Finish Group, which is co-chaired by the chair of our network and reports to our Workforce Equality, Diversity and Inclusion Sub-Committee.

We have taken steps to refresh what zero tolerance means at our Trust, moving beyond words by focusing on the meaning of what zero tolerance is. In 2023, we launched our 'We are kind and inclusive' statement, which recognises the Trust's stance on Anti-Racism, as well as celebrating, recognising and respecting diversity across all of our workforce and wider communities. In addition, we are proud that we have seen steady year-on-year improvements within our workforce diversity profile, with significant improvements in our staff survey results for 2024 when reviewing through the lens of race. Although we still have work to do to address the disparity, we are committed to utilising the framework alongside the NHS EDI Improvement Plan to address the inequality experienced by our NHS workforce.

Additionally, the framework emphasises the importance of community and partnership engagement which is a continuing focus for WHH as we move forward with our aim of achieving the 'gold' level in the coming years. We have aligned our work around the framework and health inequalities with the Equality Delivery System – throughout the domains of provided services, workforce health and wellbeing and inclusive leadership.

Overall, at WHH we are continuing to evaluate further opportunities to embed the learning of the framework into our core business-as-usual processes. Together, with our staff networks and experts by experience (patient groups and community partners), we will aim to address racial injustice across our sites.

In 2022, Liverpool Women's NHS Foundation Trust made an express commitment towards transforming into an Anti-Racist organisation that was aligned with strategic ambitions to improve overall workforce representation and global majority representation in leadership. The Trust has prioritised embedding Anti-Racism into its organisational framework and executive leadership ethos; and places significant value on learning and education as crucial tools in identifying and addressing knowledge gaps.



Lisa Shoko

Anti-Racism Programme Lead
Liverpool Women's NHS Foundation Trust

Every six weeks, the EDI Lead attends the Executive Board to facilitate coaching sessions that explore the intricacies of race. This challenges Executive Leaders to confront biases and recognise the direct and indirect impact of systemic Racism on patients and staff from the global majority. In a psychologically safe space, Executive Leaders are encouraged to examine their positionality through targeted exercises and open dialogue as the EDI Lead guides conversations, employing critical race theory and decolonial approaches to learning.

In addition to focused EDI objectives, Executive Leaders actively participate in sharing their 'Anti-Racism Journey' through different mediums, influencing an environment of vulnerability and constructive challenge. As a reflection of the Executive Leadership's commitment, the Trust has identified this as a key area within its Improvement Plan. Furthermore, the Trust has dedicated resources to the Anti-Racism Hub, signalling a commitment to delivering on the commitment and sustained transformation through innovative and impactful approaches.

The work extends beyond meetings; the EDI Lead provides ongoing support to ensure Anti-Racism principles permeate every aspect of the organisation, shaping a future where equity and inclusion are developing into fundamental guiding principles at Liverpool Women's NHS Foundation Trust.

To read our full Vision and Mission [click here](#)

Anti-Racist Framework

In June 2023, we re-launched our Anti-Racist Framework, which is designed to take individuals and organisations through the learning journey - from the fear to the growth zone, enabling them to effectively challenge, address and tackle Racism within the NHS.

The framework is underpinned by:

- The principles of prioritising Anti-Racism
- Understanding lived experience
- Growing inclusive leaders
- Acting to tackle inequalities
- Reviewing and reflecting on progress

It also sets out actions that can be used to embed Anti-Racist practices organisation-wide.



Three levels of achievement

The framework is organised into three levels of achievement: Bronze, Silver and Gold.

Each level builds on the next, encouraging organisations to make incremental changes and take consistent actions towards eliminating racial discrimination in their organisations.



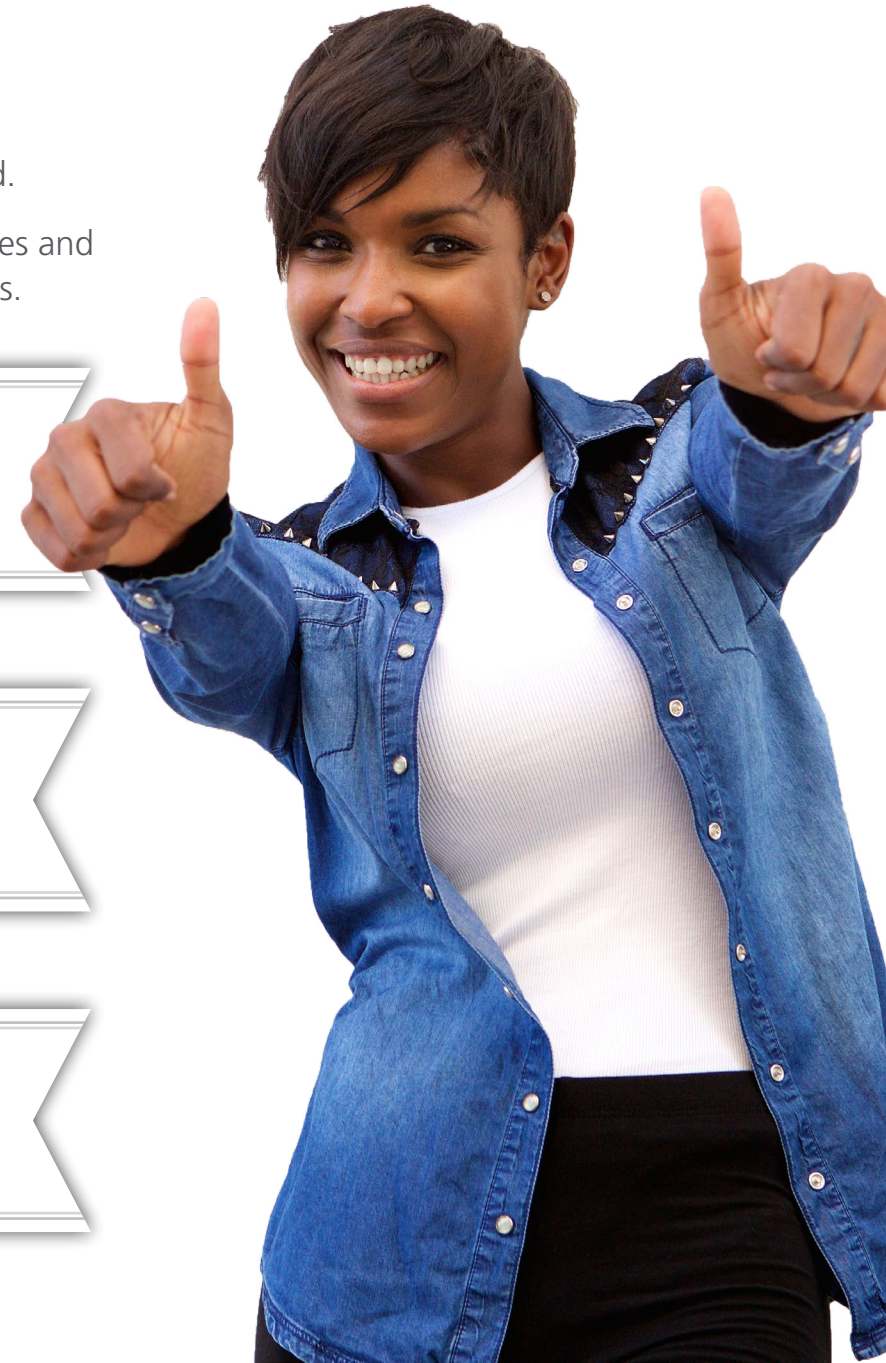
Signifies that an organisation has taken initial steps towards becoming an intentionally Anti-Racist organisation. These deliverables are those that embed structures and accountability for the delivery of racial equity in an organisation.



Shows that organisations have embedded structures to ensure commitment and accountability towards achieving Anti-Racism and have also developed actions to nurture and empower Black, Asian and Minority Ethnic talent, encourage culture change and improve data collection, quality and reporting.



Organisations can demonstrate that Anti-Racism has been embedded at all levels, with diverse representation at the most senior levels and parity in staff experience, as well as ensuring Anti-Racism is seen as being everyone's business through performance and engagement.



The current picture

To date, 30 Trusts in the North West have committed to the framework and are at various stages in their journey to achieving Bronze status. The three ICBs – Greater Manchester, Lancashire and South Cumbria, and Cheshire and Mersey are implementing the framework, as well as the NHS England North West region.



Cheshire & Merseyside ICB

- Alder Hey Children's NHS Foundation Trust
- Bridgewater Community Healthcare NHS Foundation Trust
- Clatterbridge Cancer Centre NHS Foundation Trust
- Countess of Chester Hospital NHS Foundation Trust
- East Cheshire NHS Trust
- Liverpool University Hospitals NHS Foundation Trust
- Liverpool Women's Hospital NHS Foundation Trust
- Mersey and West Lancashire Teaching Hospitals NHS Trust
- Mersey Care NHS Foundation Trust
- Mid Cheshire Hospitals NHS Foundation Trust
- Warrington and Halton Hospitals NHS Foundation Trust
- Wirral Community Health & Care NHS Foundation Trust
- Wirral University Teaching Hospital NHS Foundation Trust

Greater Manchester ICB

- Northern Care Alliance NHS Group
- Stockport NHS Foundation Trust
- Tameside & Glossop Integrated Care NHS Foundation Trust
- The Christie NHS Foundation Trust
- Wrightington, Wigan and Leigh NHS Foundation Trust
- Pennine Care NHS Foundation Trust
- Bolton NHS Foundation Trust
- Manchester University Foundation Trust - MUHT

Lancashire and South Cumbria ICB

- Blackpool Teaching Hospital NHS Foundation Trust
- East Lancashire Hospitals NHS Trust
- Lancashire and South Cumbria NHS Foundation Trust
- Lancashire Teaching Hospitals NHS Foundation Trust
- North West Ambulance Service NHS Trust
- University Hospitals of Morecambe Bay NHS Foundation Trust

One of the major successes to date, is that we have meaningfully engaged with all of the organisations within the NHS in the North West to socialise the framework, and we have received positive feedback.

Senior leaders and people, culture, organisation design and equality, diversity and inclusion colleagues across the region have shown genuine interest in the initiative, and have welcomed the structured approach the framework provides to supporting their racial equity and Anti-Racism workstreams.

We will be accepting our first tranche of submissions for Bronze status in late April/ early May. We are excited about all of the good work that is happening across the region and recognising the commitment of these trailblazers in achieving the common goal of creating an anti-racist healthcare system.



Over the next 12 months

The Assembly will be working with organisations to achieve Bronze status, with the ambition to have all organisations at this status by March 2025. The Assembly will support organisations through the implementation process, building on successes and troubleshooting issues as they may arise.

“We anticipate that this work will be long-term and evolve as organisations progress through the stages of recognition from Bronze to Gold.”

Antemeka Cobham-Wilson,
Race Programme Lead, North West Black,
Asian and Minority Ethnic Assembly

Award win

The North West Black, Asian and Minority Ethnic Assembly's Anti-Racist Framework was announced as the winner of the Caribbean and African Health Network Anti-Racist Initiative Award 2023. The award was presented in recognition of all of the ongoing work that is being spearheaded by the framework to eliminate Racism NHS-wide.



Race Equity in Health Conference 2023

On December 4, 2023, we held our second conference, which took place at The Hilton Hotel in Manchester.

Sponsored by the NHS North West, Black Asian and Minority Ethnic Assembly in collaboration with the NHS BME Chairs and Chiefs Network, the event saw senior leaders from across the UK come together to discuss Racism and discrimination in healthcare.

Attendees heard from a number of guest speakers, including Evelyn Asante-Mensah OBE, Chair of Pennine Care NHS Foundation and Co-Chair of the NHS North West Black, Asian and Minority Ethnic Assembly. Other presenters included Richard Barker, NHS England's North West Regional Director, and the Rt Hon Patricia Hewitt, Chair of Norfolk and Waveney Integrated Care Partnership.

The leadership role of ICSs in reducing inequalities in race and health, and the delivery of the NHS long-term workforce plan and its role in advancing equality and inclusion in health and care were among the key discussion points.

“Thank you to everyone who attended the conference and helped provoke and contributed towards challenging and important discussions.

“The event provided a valuable forum for people to learn from each other. It also helped pave the way forward in relation to identifying and implementing future improvements to support both our healthcare colleagues and communities impacted by racial inequality.”

Sharmila Kar, Interim Director for the North West BAME Assembly

Delegates heard from:

- Evelyn Asante-Mensah OBE, Chair of Pennine Care Trust and Chair of the Northwest Black, Asian & Minority Ethnic Assembly
- Richard Barker, North West and North East and Yorkshire NHS England Regional Director
- Patricia Hewitt, Chair of NHS Norfolk and Waveney Deputy Chair of the Norfolk and Waveney Integrated Care Partnership
- Professor Kevin Fenton OBE, President of the Faculty for Public Health
- Dr Navina Evans, Chief People Officer NHSE
- Dr Owen William OBE, Chief Executive Officer Northern Care Alliance

The following key discussion points were covered:

- Hewitt Review: The leadership role of ICSs in reducing inequalities in race and health
- Racism and its impact on mental health
- The intersectionality of race and rural health inequalities – a clinical perspective
- Leadership actions on advancing race equity in health
- Racism is a public health issue
- Delivery of the NHS long-term workforce plan and its role in advancing equality and inclusion in health and care
- Addressing workforce race and health inequalities (Northern Care Alliance case study)

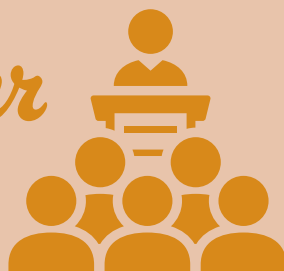


One conference



100 delegates

Four
guest
speakers



Six
key
discussions



What some of the delegates had to say after attending the conference

“There is a lot of work to do in this area and there is a lot of best practice to learn from. There is also a hunger to drive out inequality.”

“There is a lot of good practice that can be lifted and shifted.”

“We need to keep talking about inequalities.”

How some of the delegates are championing Anti-Racism within their organisations

“We have Appointed Directors for each protected characteristic in the Equality Act.”

“I sit on the Health Inequalities and Inclusion Committee and will use this committee to drive through the inequalities agenda.”

“We are referring more colleagues to the Anti-Racism Framework and are speaking up about this issue in senior calls more, however uncomfortable it may be.”



Story one



Clinical academic, Dr Oladayo Bifarin, is passionate about promoting evidence-based practice and plays a prominent role in making Mersey Care NHS FT a research-active NHS Trust.

Oladayo led a team of clinicians and researchers for the introduction of Count Me In (CMI) at Mersey Care. CMI is a researcher-led recruitment initiative aimed at making sure everyone in contact with Mersey Care's services hears and knows about research opportunities relevant to their care and treatment.

A supervisor for the England for Equity in Doctoral Education through Partnership and Innovation (EDEPI) programme and a local site co-ordinator for the NIHR-funded EVOLVE study, Oladayo supported the CMI by recruiting people from North West minoritised ethnic communities to amplify their voice to better inform services provided post-pandemic.

He also recently led a consultation with Muslims residents, focusing on minoritised ethnic communities in a socio-economically deprived area of Liverpool. As a result of the consultation findings, plans are being developed for a place-based 'one stop shop' partnership intervention with NHS organisations in Liverpool, Integrated Care Boards, LJMU and local councillors, where statutory organisations will be expected to attend a local centre and offer their expertise to local residents.

Oladayo's work is underpinned by the principles of the Anti-Racist Framework and has been recognised in the form of a national award and a Star Award from Mersey Care.

Story two



Anne-Marie Davies

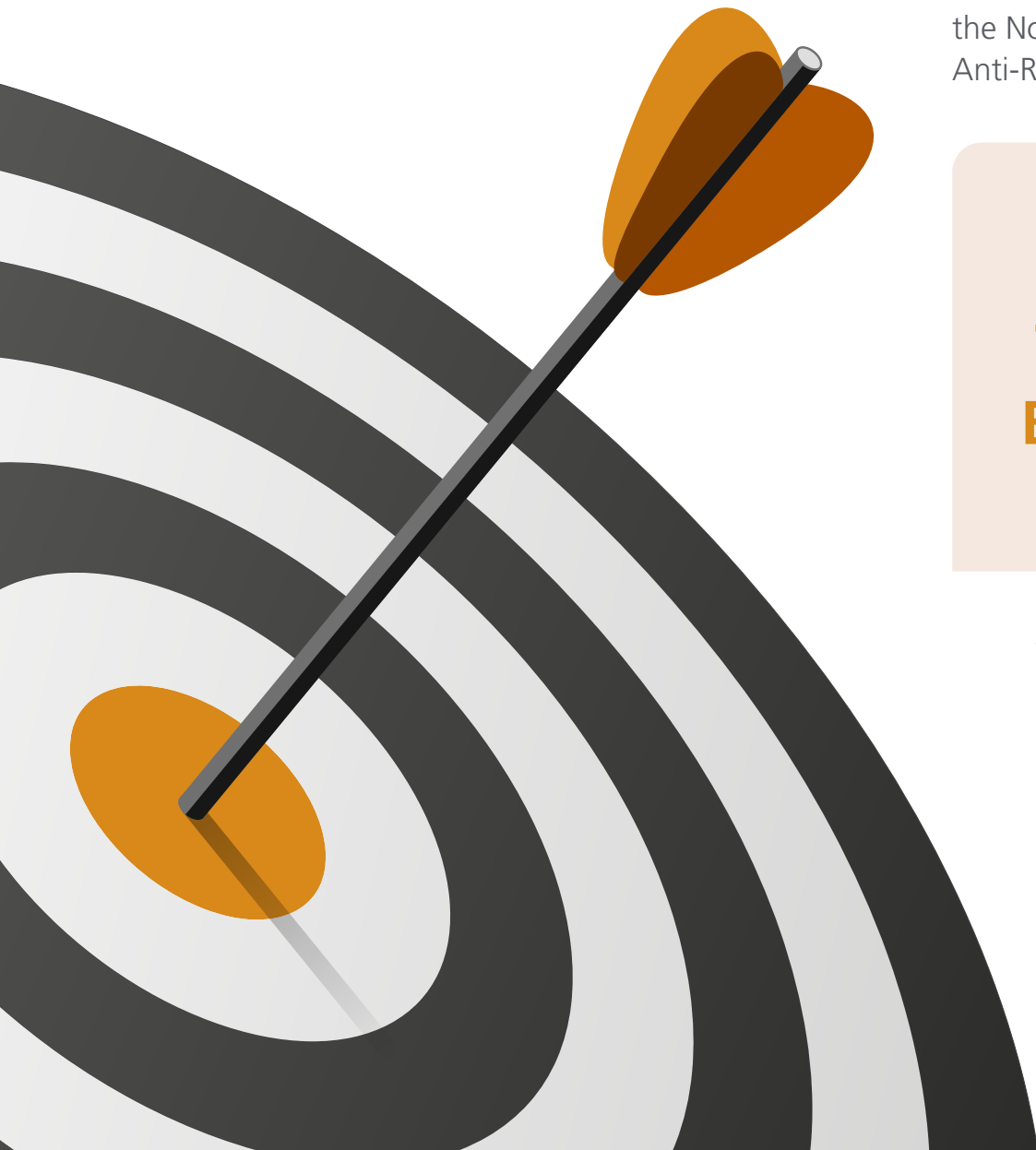
Head of Digital Portfolio
Northern Care Alliance NHS Group & Associate Non-Executive Director, Liverpool Heart and Chest Hospital NHS Foundation Trust

In September, I was appointed an Associate Non-Executive Director (NED) at Liverpool Heart and Chest Hospital NHS Foundation Trust through the NHS England NExT programme. The NExT Director Scheme is a development programme designed to find and support talented people from underrepresented groups into non-executive roles on NHS boards.

Six months into the programme, I have learnt a lot and feel really supported by the Executive team at the Trust. I have access to outstanding mentorship, a development plan and exposure and opportunities to engage in board-level discussions.

Operating at this level and undertaking a full-time role has been challenging, but I was supported by my line manager at Alder Hey Children's Hospital NHS Foundation Trust, who agreed to the national course as part of my PDR. The NExT programme course has helped my career pathway no end, giving me the confidence to apply for senior roles. I am excited as I start a new permanent role at the Northern Care Alliance as the Head of Digital Portfolio.

I hope that more Trusts will participate in the NHS England NExT programme and offer Associate Non-Executive Director positions to underrepresented groups, thus increasing the diversity of future NHS leaders.



The Assembly's focus for 2024/25 will be to support organisations in the North West region to achieve recognition for their work on the Anti-Racist Framework.

“Our ambition is to have 75% of organisations achieve Bronze status by March 2025”.

We will:

- **Further develop relationships with organisations within the wider health and care system** - to drive our agenda and collaborate on Anti-Racism initiatives
- **Host a series of round table discussions across the North West** - that focus on race and health inequalities
- **Continue to scope the horizon for opportunities to influence** - Anti-Racist action and advocate for ethnic minority groups across our workforce and communities

For Further Details

The Assembly welcomes contact from senior NHS leaders from Black, Asian and Minority Ethnic backgrounds, who wish to find out more about how they can help us.

We can also provide a range of resources and support for chairs of Black, Asian and Minority Ethnic Staff Networks and Equality, Diversity and Inclusion leads.

You can find out more information about the Assembly, our work, and links to useful national organisations and resources by visiting the Assembly web page.

In the first instance, for more information about the work of the Assembly please contact england.nwbame_assembly@nhs.net

