



Black History Month - October 2015 Taking Stock and Looking to the Future

www.blackhistorymonth.org.uk

18 months ago we launched the Trusts strategy to increase the number of BME staff at all levels of the Trust to 35% to reflect the local population.

We developed that strategy because workforce data and NHS Staff Survey feedback was telling us that BME staff are under-represented across the workforce but especially in more senior positions and were less satisfied with their career progression. This is a national picture in the NHS.

Since the launch of the strategy the following things have happened:

- The 35% target has been set.
- Bradford Teaching Hospitals Foundation Trust have adopted our strategy and targets.
- Mike Smith the Chair of the Trust and Nadira Mirza Non-Executive Director have been identified as Board Champions for the strategy.
- The Moving Forward Programme has been designed, developed and run with 11 BME staff in bands 5 and 6 graduating in June 2015. 3 of those participants have gone on to gain new roles that matched the career plans they developed on the programme. 2 are developing their ideas commercially and academically within their service with national and international interest.
- A sponsorship programme has been designed, developed and launched to support offer Board level sponsorship to be BME staff graduating from Moving Forward.
- The Trust Board have had a cultural competence Forward to Excellence session with 2 more planned for the new year.
- The Trust has reported on the new Workforce Race Equality Standard and has reviewed the Strategy as a result including an objective relating to disciplinaries and grievances.
- A work experience programme has been developed and run in partnership with the Black Health Forum to offer opportunities for local young Black people to test out different careers in the NHS.





- The Moving Forward Programme is being evaluated externally and the model is being written up into a good practice case study with funding for a further cohort secured.
- Cultural Excellence has been delivered via engaging leaders to 130 leaders within the organisation.

There has been a steady increase in the % of BME staff within the organisation increasing from 19% to 21% since the work began. There have been some positive changes in the senior bands but not all and there is still work to do meet the 35% targets.

Key priorities for the next 2 years are as follows:

- Development, implementation and delivery of Unconscious Bias Training for recruiting managers.
- Roll out of the cultural excellence training model across the Trust.
- Set local targets in localities, services and teams that will support with achieving the 35% Trust Wide target.
- Delivery of Cohort 2 of Moving Forward.
- Develop case studies about BME role models within the organisation and beyond.
- Review of the staff networks.
- Review of Disciplinary and Grievances.
- Continuing to work with the local community to identify work experience opportunities and pathways into work.
- To develop strong links with local Universities and Colleges to develop strong pathways for BME communities into the organisation from relevant courses.
- Communicate as much as possible to ensure the key messages and positive changes are promoted to multiply good practice and stimulate change.

To get involved with the delivery of the strategy or to comment please contact lisa.wright@bdct.nhs.uk or paula.smith@bdct.nhs.uk



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