Black, Asian and Minority Ethnic Staff Network (BAME)

Inaugural Meeting

7th February 2017 Lecture Theatre WHH

In Attendance:

Chinekwu Davies, Consultant Anaesthetics

Jaz Mallan Head of Strategic Resourcing

Ferenc Inkovics Deputy Head of IT Service Delivery

Taiwo Ogunsola Data Input Clerk

Yvonne Davies Ward Manager ICU

Sandra La Blanc Director Human Resources

Bruce Campion Smith Head of diversity & Inclusion

Susan Abbott Diversity & Inclusion Officer

The meeting started with everyone introducing themselves and stating their interest in the BME network. The general consensus was to form a viable and supportive network for BME staff members

Firstly it was established that the acronym BME for grouping is no longer appropriate and should include Asian people. The network will now be known as BAME (Black, Asian and Minority Ethnic Staff Network.

As this was the first meeting to establish a network there was no elected chair or agenda.

There followed a general discussion of marketing, raising awareness and recruiting members. It was agreed that Sandra LeBlanc would liaise with the communications team to identify a” go to person “and establish a communications plan **(action SLB)**.

Ferenc Inkovics will establish a generic email address. **(action FI complete)**

In the coming months a portal for new staff will be added to the network. It was felt that this would be a great place to market and have all BAME network information in one place available for new staff.

Wednesday, 10th May is a National Networks day. Everyone was asked to submit their ideas (to Sue) about how to celebrate or take part in this day by 2 March this would enable us time to get an event arranged. **(Action All)**

It was agreed to establish links to other BAME groups;

It was also agreed that our first AGM would take place in October; Black history month.

Until such times the following committee, positions would be held by;

Chair Chinekwu Davies

Vice Chair Yvonne

Secretary Taiwo Ogunsola /Sue Abbott

Supporting access to employment Jaz Mallan

The network will hold monthly meetings for the next 12 months

(Sue Abbott to book meeting rooms with video conferencing facilities**).(Action SA)**

There followed a brief discussion of how we would elect a committee and funding, it was agreed that these topics would go on a future agenda. The “stepping up” programme was discussed it was suggested that the NHS leadership Academy was contacted to clear up timelines and guidelines. **(Action BCS)**

**Aims and objectives;**

* To provide a forum to support BAME staff members.
* To enable BAME staff to feel that they are part of and have a vital role to play in the trust.
* To improve BAME career development
* To improve the quality of BAME staff experience
* To implement good race equality practice and celebrate diversity

For the staff network meeting to be a quadrant there will be an attendance of five members or a quarter of the membership whatever is greater the meeting to take place. The chair or vice-chair must be present

The network will report to the HR Equality and Diversity steering group by establishing an item on their agenda at their by monthly meetings.

The terms of reference will be set in October at the first BAME AGM. By the elected committee.

It was agreed that things to be addressed included;

The meeting closed with a mutual feeling of well-being and going forward with a provisional date for the next meeting, 6 March 2017