BAME Meeting

12TH April 2017

11.30 -1.30 Seminar Room KCH

**In attendance**

Bruce Campion Smith (BCS)

Susan Abbott (SA)

Brenda Asante (BA)

Modupe Dosunmu (MD)

Yvonne Davis (YD)

Jazz Malan (JM)

Ferenc Inkovics

**Apologies**

Sandra LeBlanc

Chi Davies

Yvonne Davis to chair in the stead of Chi Davies. The meeting started non-Quorate

Minutes of last meeting agreed

Terms of Reference, JM requested that the terms of reference wording surrounding supporting recruitment is in line with her role within the BAME . Also that Aims and Support covers supporting progress within job roles.

**Action** SA to amend

National’s day of staff networks. YD and Francesca Hayward will cover the Hub at WHH

BA, JM and SA will cover at KCH on the 10th May 12- 2.00

YD has designed a membership form

**ACTION** YD to send the newly designed form to the BAME group for approval ASAP

Bring a friend, everyone to start spreading the word about the group and encouraging other members of staff to come to the BAME meetings

Diversity and Inclusion Conference date is 25th September.(Now cancelled)

BCS informed the group that he had been to a NHS Workforce Race Equality Standard (WRES) Seminar.

This had been very informative and had indicated that the in the WRES action plan would be undertaken in each division by the division directors. It is hoped that the BAME Committee and members will be able to support this action.

A discussion followed looking at the trusts recruitment process; it has been suggested that every interview that takes place is attended by an HR adviser, if this is not possible it would be considered fairer, if as a minimum a HR adviser attend interviews where an applicant was from a Black , Asian , Minority Ethnic background . JM identified that there was a lack of capacity for this to happen. However, it was felt that we should be identifying the problem areas. There was concern that this was not enough.

JM is going to BLOG about the group to encourage others to join and raise awareness around support on offer.

Action JM to write BLOG and circulate to group.