

**BAME Network Meeting (1200-1400)**

**Tutorial Room, Kent & Canterbury / Diversity & Inclusion Office, QEQM**

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| **Present** | | |
| Bruce Campion-Smith | Head of Diversity & Inclusion | BCS |
| Susan Abbott | Diversity & Inclusions Officer | SA1 |
| Chinekwu (Chi) Davies | Consultant Anaesthetist - Chair | CD |
| Manju Banerjee | Clinical Site Manager (QEQM) | MB |
| Ferenc Inokovics | Deputy Head of IT Service Delivery | FI |
| Ricardo Mora-Rodriguez | Energy & Sustainability Engineer (Estates) | RMR |
| Umesh Rastogi | Speciality Doctor (Anaesthetics) | UR |
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| **Apologies for Absence** | | |
| Yvonne Davies | Ward Manager, ICU | YD |
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|  | **Subject** | **Action** |
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| 1 | **Welcome**  CD welcomed everyone to the meeting. |  |
| 2 | **Declarations of Interests**  There were no declarations of interest |  |
| 3 | **Quorum**  CD confirmed that the meeting was quorate |  |
| 4 | **Apologies for Absence**  As above |  |
| 5 | **Minutes of the Meeting held on 13 February 2018**  The minutes for May 2018 meeting were read and agreed as an accurate record. |  |
| 6 | **BAME Meeting Survey**   * Discussion around how the information obtained from this survey could be taken forward. CD suggested that the survey report (detailing the themes of the survey) be sent out to all BAME Network members (by SA1) and then the same should be taken to the Diversity & Inclusion Steering Group meeting for further discussion and potential support by BCS. | SA1  BCS |
| 7 | **Unconscious Bias Training**   * This training is as a result of the BAME Conference and BAME Network members have been invited in the first instance. SA1 advised that she had received a few confirmed acceptances of this training from various BAME members. CD suggested that other BAME members could also be offered places. SA1 will confirm number of BAME Network members then if still spaces she will send out survey report (detailing the themes of the survey) be sent out to all BAME Network members (by SA1. | SA1 |
| 8 | **Enabling BAME Nurse & Midwife Progression Working Group**   * This is a National improvement programme for BAME Nurses launched by Professor Jane Cummings, Chief Nursing Officer for England in response to published WRES data on workplace experiences and opportunities for BAME staff. BCS advised that though this is a national initiative it will be managed locally by individual Trusts. CD asked what the Trust’s vision is for the outcome of this programme. BCS advised that the programme has only just started (only 1 meeting so far), but that the plans/outcomes will be discussed at the next meeting for this group. CD suggested that the outcome of this meeting should be shared with BAME Network Committee. * It was agreed that this subject should be discussed in the next and subsequent BAME Network Meetings and the same will be added to all forthcoming Agendas as a set topic. * It was also suggested that the summary document for this project should be made available to BAME staff and the same should be added/linked the BAME website for staff to read. | BCS |
| 9 | **Speciality Doctors**   * Following on from the discussion about BAME Nurses, the topic of BAME doctors was also raised. It was discussed many BAME speciality doctors are not achieving their full potential at work within the Trust for a variety of reasons. It was reported that some of the BAME speciality doctors are experiencing a lack of respect at work as well as being made to take on additional responsibilities without being involved in any of the Trust’s decision making about their work. It was suggested that this matter should be raised in the Diversity & Inclusion meeting. * Speciality doctors have recently completed a survey about these issues, but as yet the results/themes (from this survey) have not been disseminated to everyone. CD asked that the survey results be forwarded to SA1 for her to cascade to the BAME Network Members. It was also agreed that CD and UR should attend the Septembers Diversity & Inclusion Meeting to see if any plans have been made to address the issues raised by this survey. BCS will ensure that they are invited and that this topic is added to the (Diversity & Inclusion) agenda. | BCS  CD  UR  SA1 |
| 10 | **Recruitment & Retention of staff**   * It was discussed that the Trust’s recruitment and retention programme needs to be reviewed and long-term plans made for the recruitment of staff, not just BAME staff. To ensure fairness there should be a BAME member on interview panels, and CD will discuss the same with Sandra Le Blanc. CD felt that there are sufficient BAME staff with the requisite Recruitment training to allow them to be part of an interview panel but would in case this was not accurate then she felt that BAME staff should have the required training. * It was suggested that SA1 contact BAME members to ascertain who has already undertaken the Trust’s recruitment training. BCS will organise a recruitment training session that can be offered to BAME Network members that could do this training. | SA1  BCS |
| 11 | **New NHS Organisation to TUPE existing non-clinical staff**   * Much discussion about this new way of working and how staff may be affected and whether BAME staff would be anymore disadvantaged than any other staff member being “TUPEed” across. BCS felt that there should be support in place for all staff affected by this transfer, not just BAME staff and he will make enquiries to confirm this. * The Trust has provided information about this forthcoming transfer of staff to the new NHS owned company and this is on the Trust’s website for all staff to read:   + [https://www.ekhuft.nhs.uk/patients-and-visitors/news/news-2018/nhs-creates-so](https://www.ekhuft.nhs.uk/patients-and-visitors/news/news-2018/nhs-creates-so https://www.ekhuft.nhs.uk/staff/news-centre/trust-news/trust-news-archive/nhs-owned-social-enterprise-to-run-hospital-support-services/cial-enterprise-to-run-hospital-support-services/)   + [https://www.ekhuft.nhs.uk/staff/news-centre/trust-news/trust-news-archive/nhs-owned-social-enterprise-to-run-hospital-support-services/cial-enterprise-to-run-hospital-support-services/](https://www.ekhuft.nhs.uk/patients-and-visitors/news/news-2018/nhs-creates-so https://www.ekhuft.nhs.uk/staff/news-centre/trust-news/trust-news-archive/nhs-owned-social-enterprise-to-run-hospital-support-services/cial-enterprise-to-run-hospital-support-services/)   + <https://www.ekhuft.nhs.uk/staff/news-centre/2gether-support-solutions/> * FI will be supporting the staff that are part of the TUPE process. | BCS  FI |
| 12 | **Postcards and Pins/Badges**   * CD suggested that new BAME members should be involved in this project, but as yet there are no specific members. To discuss at next BAME meeting. * Badges – CD still has a supply that can be given to new members, but only after they have attended at least 2 meetings. | BCS |
| 13 | **AOB**   * No meeting until September as many staff are on leave during the summer holidays. * All future meetings for the BAME Network have already been set and venues booked – all members have been sent invitations so that they can arrange time to attend. | All |
| **14** | **Dates for your diaries:**  **List of Network Meeting Dates in 2018**  Tuesday 3rd September 1000-1200  Monday 5th November 1000-1200  **List of Network Meeting Dates in 2019**  Monday 7th January 1000-1200  Monday 4th March 1000-1200  Monday 14th May 1000-1200  Monday 8th July 1000-1200 | All |
| **15** | **The next BAME Network Meeting is:**  **Monday 3rd September 2018 from 10:00-12:00**  KCH Executive Meeting Room  QEQM Board Room  WHH Endoscopy Seminar Room  *All these rooms have Video Conferencing facilities so there is no need to travel to another site unless you need to.* |  |