BAME Meeting

6TH March 2017

Small Training Room KCH 12.30- 2.30

# In attendance

Chi Davies (CD)(Chair)

Yvonne Davis(YD)

Francesca

Violet Chikomba (VC)

Ferenc Inkovics (FI)

Bruce Campion-Smith (BCS)

Susan Abbott (SA) (Temp Secretary)

# Apologies

Taiwo Ogunsola

Jaz Mallan

Sandra La Blanc

# Chairs Welcome

The Chair welcomed everyone to the meeting.

Minutes should be emailed

# Minutes of last meeting

The minutes of the last meeting were accepted as a true record.

Approved minutes should be sent to all who showed an interest in the Conference in December.

# Terms of Reference

The Terms of Reference (ToR) have been sent to all the committee members, Members to comment on the ToR for discussion at the next meeting. Deadline is March 31 please send comments to Sue in email

**Action:** SA to send Violet terms of reference

# National Day of Staff Networks

The meeting agreed the following actions:

To put a display stand if possible in all hubs between 12 – 2.00 so they can be manned by staff who work at each site, which will have information on;

* Terms of reference
* Aims and objectives
* Links to other BAME group
* Membership application form
* Diary of events
* Dates and details of upcoming meetings
* Along with a photo display of the conference
* What support BAME can offer
* Unconscious Bias

**Action;** SA to find out and book Hubs / 10th May

# Diversity and Inclusion Conference

The Diversity and Inclusion team are holding a diversity and inclusion conference in September. They are keen to get other networks up and running.

The D & I conference will address protected characteristics for Staff and Patients both in seminar and in workshop form. BAME to get involved raising awareness and perhaps running a workshop

# Annual Diversity & Inclusion Report 2017

BCS presented the annual equality report are to the meeting

CD questioned the percentages of non-consultant doctors that are BAME in comparison to consultants

**Action:** BCS To review data with CD

# Aims and Objectives, What Now?

## The Networks email address has been created and is up and running and will be monitored by SA

## It was agreed that all current members of the committee have access to the email address.

## We are hoping to put a link to BAME web page on the new people portal to attract new members. It will also be on the Diversity and Inclusion web

Suggestions of what to put on the BAME website include;

* + Terms of reference
  + Aims and objectives
  + Links to other BAME group
  + Membership application form
  + Diary of events
  + Dates and details of upcoming meetings.

**Action:** FI to design website

**Action:** Yvonne to design draft application; send to Ferenc

## It was agreed that an email should be sent to all of the BAME staff who showed an interest in the conference ,giving them a general update and including a membership form as soon as it is available

# Staff Survey Results

BCS presented the Staff Survey results for 2016

## Percentage of BAME staff experiencing harassment, bullying or abuse from staff in last 12 months has reduced from 39% to 35% and is lower than White staff.

## Percentage of BAME staff believing that trust provides equal opportunities for career progression or promotion has increased from 68% to 75% but is considerable lower than for white staff at 84%

## Percentage of BAME staff reporting having personally experienced discrimination at work from any Manager/team leader or other colleagues In the last 12 months has decreased from 21% to 17% but is still higher than white staff at 9%.

Following a discussion it was decided that:

* It should be mandatory to take unconscious bias and discrimination training.
* There should be a BAME member of every Recruitment Panel

# What’s in a Name?

The meeting confirmed the Network will be called:

**The Black, Asian and Minority Ethnic (BAME) staff Network.**

# Any other business

There not being any other business the meeting was closed.

# Dates of next meetings.

Wed 12/04/2017 Seminar ROOM KCH 11:30

Tue 30/05/2017 Tutorial Room 10:00

Tue 20/06/2017 Tutorial Room 11:00

Tue 18/07/2017 Conference Room KCH 09:00

Tue 08/08/2017 Seminar Room KCH 11:00

Tue 12/09/2017 Tutorial Room KCH 11:00

Tue 03/10/2017 Conference Room KCH 09:30