

Anti-Racism Strategy 2021/22

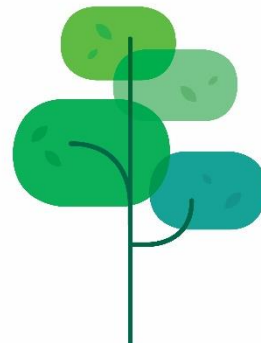


INTRODUCTION

Sherwood Forest Hospitals is committed to providing a workplace where all colleagues feel a true sense of belonging and above all are safe and protected from the harm caused by racism. This is vital for the Trust to continue to deliver outstanding care to our patients and service users.

The Trust is very proud of the diversity in our workforce; we currently employ staff from over 70 different countries around the globe.

Outlined herein are the actions the Trust will take during 2021-2022 and beyond to minimise racism against our staff. This strategy is in addition to the Workforce EDI Strategy which can be viewed [here](#).



Provide clarity for managing instances of racism towards staff

Protect our
colleagues
from harm

- ✓ Support colleagues in the event of racial abuse
- ✓ Ensure our policies and standard operating procedures robustly manage racism against our colleagues
- ✓ Empower colleagues to act on racism promptly and effectively
- ✓ Oversight at senior level of instances of abuse to monitor the effectiveness of this strategy

- Engagement with governing bodies to protect registered professionals and all Trust colleagues from complaints or legal challenge in managing racism towards staff
- Review our Violence and Aggression at work policy to ensure its robust enough in managing incidents of racism and is appropriately strong with respect to its language and messaging
- Ensure HR policies and guidance are robust in managing incidents of racism
- Critical incident flowchart for escalating instances of racism (including on-call process)
- Monthly report of instances of racial abuse to be circulated to EDI Lead and Exec Team

COMMUNICATION



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We will be bold and brave in our communication to eradicate racism

Our Anti-Racism message will be highly visible to all

- ✓ **Colleagues are supported Trust-wide through clear messaging**
- ✓ **Communication will support colleague and community learning and awareness raising**
- ✓ **Expectation of behaviour towards colleagues is clear**
- ✓ **Safeguard against potential employees from applying for a role with Sherwood**

- Publish data on racial abuse on our website and social media channels regularly
- 'Respect for People during your visit' statement to be prominently displayed at all site entrances
- 'Respect for People during your visit' statement to be included in all patient letters/information leaflets
- Engage local press to support the anti-racism messaging
- Sharing national stories and highlight work that SFH is undertaking, building on leadership priorities; anti-racism is a personal and organisational priority
- Provide feedback to our Patient Involvement Forum and improve the diversity of representation on this group
- 'Where in the World' artwork to be installed on all 3 sites showing Diversity of our #teamSFH through country of birth flags (79 countries currently)
- Lived experience videos and stories
- EDI Page on Recruitment Microsite
- Roll out of EDI Awareness across the Trust including EDI Advocates

AWARENESS RAISING



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Create and stage captivating and engaging events

Celebrate
BME Diversity
to reinforce
Anti-Racism

- ✓ Utilise website and social media platforms to share news about upcoming and recent events
- ✓ Engage staff network when planning events

- Better Together
- REACH OUT!
- Black History Month
- Religious and Cultural events, i.e. Diwali
- UK Windrush Day
- UK Race Equality Day
- Dedicated EDI page on the Trust website
- Engage local press
- Partner with ICS organisations to increase audiences

Provision of adequate training for all staff and local communities

Minimise the potential of racial abuse through education

- ✓ Annual training ensuring colleagues are updated on latest EDI topics
- ✓ Broader range of courses on Sherwood e-academy
- ✓ Sherwood e-academy EDI courses available to the public and completion for those on Behaviour Action Plans (Yellow Card) is monitored

- EDI Update to be added as an annual requirement to mandatory training
- Development of a session (e-learning/face to face) programme for calling out racism, homophobia, misogyny or religious hate
- White privilege, unconscious bias and microaggression training course/s to be developed
- Being prepared to deal with discriminatory behaviours course for senior leaders
- Review induction and support programme for trainee and international doctors
- Education programme to be developed for local primary and secondary schools
- Add learning courses as a requirement of patient development plans where racism has been a factor in issuing a yellow card
- Create educational content for Trust website

NETWORK & FREEDOM TO SPEAK UP



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Provide safe places for staff to support each other and raise concerns

Colleagues enabled to support Anti-Racism

- ✓ Safe space for raising and escalating concerns
- ✓ Empower colleagues to identify and recommend changes for improvement
- ✓ Enable colleagues to inform future actions to prevent racism
- ✓ Cases shared anonymously from F2SU can inform further targeted actions where required

Staff network

- Increase membership of the Black & Ethnic Minority staff network and in particular, increase membership from all staff groups/grades of staff ensuring a safe and inclusive space for colleagues
- Ensure leadership and line manager buy-in, appropriate resources and governance are in place to support the effectiveness of the network
- Regular messaging and updates throughout organisation
- Work together with the ICS to share best practice and to influence system outcomes for BME colleagues

Freedom to Speak Up

- Explore the barriers staff may feel to speaking up
- Review whether our champion network reflects the Diversity within Sherwood
- Champions to be encouraged to feedback instances of racial abuse (in confidence) to EDI Lead for inclusion in monthly reporting

MANAGING COMPLAINTS



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Support colleagues in the event of a complaint

Colleagues
reassured
that they
have Trust
support

- ✓ **Complaints arising as a result of intervention to prevent or stop racial abuse towards colleagues will be managed sensitively and appropriate support will be provided for the victim of the abuse**
- ✓ **Stop colleagues feeling that abuse is 'part of the job' and/or 'goes with the territory'**

- Review and update the patient complaints policy; ensure Trust response to racism, homophobia, misogyny or religious hate is supportive of colleagues
- Review the support available via the policy for colleagues 'under investigation'. Wording in the policy to be changed to 'compliant review' in the first instance
- Review complaint outcome correspondence to ensure we do not 'apologise' if a compliant is not upheld
- Consider whether 'Datix' is the best method for capturing and reporting racial abuse
- All line managers to respond promptly with psychological support for any colleague who is the subject of a complaint arising