

## IMPROVING RACE EQUALITY IN THE NHS

Achieving race equality is a challenge that the NHS must address with national moves to ensure trusts not only understand their position but have clear plans for improvement. The NHS race equality challenge is well documented. While BME staff report good levels of motivation and satisfaction with their work, they are much more likely than white staff to experience violence, bullying and discrimination, and are not well represented in senior management positions. These issues can be very damaging for the staff themselves and the patients that they are caring for.

The introduction of the NHS Workforce Race Equality Standards (WRES) is designed to support trusts to improve. All NHS providers are required to analyse BME staff experience across a range of measures and publically report their results and the actions that they are taking to improve the experience of BME staff. Together with other work, including work we are involved in with NHS Improvement and The King's Fund to promote a collective, inclusive leadership model for the NHS and annual learning events from organisations such as NHS Employers, trust boards have an opportunity and a responsibility, to make real change happen.

Governors should play a key role. At East London NHS Foundation Trust, we begin with ensuring that our council is reflective of the voices within our diverse community and have obtained significant input from our governors in the development of our equalities strategy. Governors are also standing members of our equality and diversity steering group. In September 2016 we held a detailed session on the WRES, in order for governors to scrutinise our current actions and provide their ideas of how we can further improve.

How are you playing your part in your trust?