

Can we talk about Race?

Welcome

Welcome and introduction

Facilitated by Sim Scavazza

Presentation from Rushownara Miah

Rushownara Miah - head of business intelligence, Pennine Care NHS Foundation Trust and member of The Shuri Network

Presentation from Selina Douglas

Selina Douglas - chief executive, Leeds Community Healthcare NHS Trust

Presentation from Richard Mitchell

Richard Mitchell - chief executive, University of Leicester NHS Foundation Trust and University of Northamptonshire Group

Summary and close

Facilitated by Sim Scavazza

Close of event

- Please note, this event is being recorded
- Please keep your camera on wherever possible
- If you lose connection, please re-join using the link in your joining instructions or email race.equality@nhsproviders.org
- Please ensure your microphone is muted during presentations to minimise background noise
- We will come to questions once we have heard from all our speakers
- Please feel free to use the chat box for questions and sharing examples of what has delivered sustained progress in your organisation
- If you would like to ask a question audibly, please use the raise hand function during the Q&A section and we will bring you in
- Any unanswered questions will be taken away and answered after the event
- You will receive a link to an evaluation form at the end of the day, please take the time to complete it, we really do appreciate your feedback.

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Rushownara Miah

Head of Business Intelligence, Pennine Care NHS Foundation Trust
and member of The Shuri Network

December 2024



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Selina Douglas

Chief Executive, Leeds Community Healthcare NHS Trust

December 2024





University Hospitals
of Leicester
NHS Trust

Can we talk about race

Talent Management and Allyship

- Context and data
- Exec team and Personal Sponsorship
- Relationships, Partnerships and Progress

Richard Mitchell, Chief Executive, University of Leicester NHS Trust (UHL)
and University Hospitals of Northamptonshire NHS Group (UHN)

UHL in numbers



18,000 colleagues



Representing over
70 nationalities



3 acute hospitals,
8 community sites



£1.4 billion
annual turnover



1,900 beds



10,000 babies
born each year



1.4 million
patient visits each year



260,000
Emergency Department
attendances each year



16,000+ patients
involved in clinical trials



Hospital estate
equivalent to 72
football pitches

Responding to feedback

People Promise elements	2022 score	2023 score	Statistically significant change?
We are compassionate and inclusive	7.09	7.3	Significantly higher
We are recognised and rewarded	5.63	5.98	Significantly higher
We each have a voice that counts	6.63	6.81	Significantly higher
We are safe and healthy	5.95	6.26	Significantly higher
We are always learning	5.44	5.86	Significantly higher
We work flexibly	5.95	6.4	Significantly higher
We are a team	6.53	6.82	Significantly higher
Themes			
Staff Engagement	6.75	7.01	Significantly higher
Morale	5.72	6.12	Significantly higher

4th most improved trust “Recommend UHL as a place to work.”
However not all colleagues share the same experiences.



Recent actions

- Strengthened staff networks with exec sponsors and champions of networks
- New Internationally Educated colleagues network
- First 90 days induction programme
- Refreshed EDI and Active Bystander training
- First Inclusion Summit
- Board Development

Relationships, Partnerships and Progress



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Panel Q&A

December 2024



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Tell us what you think



Scan here to access our evaluation



Visit our website for further information on the Race Equality work:

- Race 2.0 report
- Podcasts
- My journey as a White ally videos
- Blogs
- Previous events and additional resources



Scan here to access our website

Thank you!

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