

RACE
EQUALITY

Welcome

October 2022



Spotlight on... The Race Code

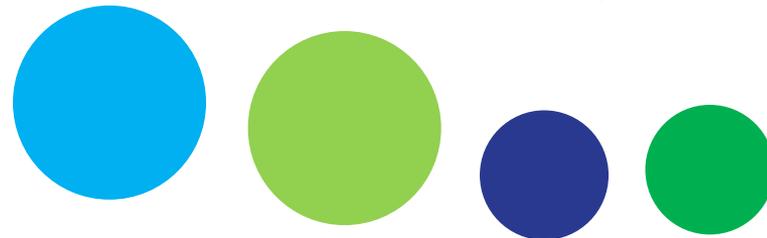
Chair:

Dalwardin Babu OBE, chair of the Seacole Group & non-executive director, Camden and Islington Mental Health Trust

Speakers:

Karl George MBE, partner, RSM UK Consulting LLP

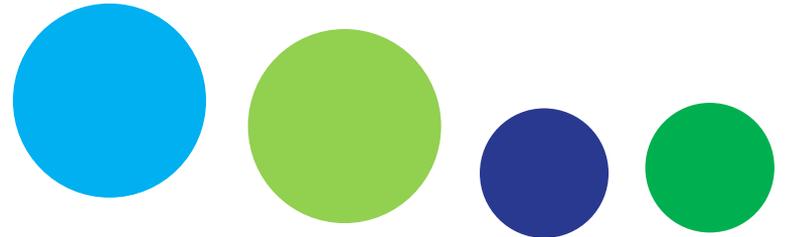
Junior Hemans, non-executive director, The Royal Wolverhampton NHS Trust and Walsall Healthcare NHS, chair of Workforce committee and Seacole Group member



Housekeeping

- Please note this session is recorded and the recording will be available on our website post event. Please feel free to turn your camera off for GDPR reasons, although we encourage cameras to be kept on
- If you lose connection to the session, please re-join using the link in your joining instructions email.
- There will be presentations and opportunities for interaction during this meeting. During the interactive Q&A sections, we ask that you that you keep your camera switched on if possible.
- We kindly ask to ensure your microphone is muted during speakers' presentation to minimise the background noise.
- You can submit a question by typing through the chat box or by using the raise hand function in Zoom.
- 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.

Karl George MBE, partner, RSM UK Consulting LLP





The **RACE**
Equality Code
2020

EXCUSES
EXCUSES
EXCUSES

No Excuses campaign launched July 2020 – first mention of the RACE Equality Code

Launched and developed Code Steering Group September 2020



The RACE Equality Code 2020 launched in October 2020 for consultation



Conversations with the Special Advisor to the Prime Minister on race. Letter to No. 10



Meetings with MPs and Office of Labour government



NHSI West Midlands are recommending that NHS Trusts all adopt the RACE Equality Code and 6 NHS Trusts have signed up to be early adopters



Liam Byrne MP included the Code in his manifesto for Metro Mayor



MUST MUST MUST MUST MUST MUST MUST MUST

The 10 Musts have been developed in a more targeted description and we have benchmarking of all early adopter responses



5 RACE Code consultants have been trained to deliver the consultancy process as licensed assessors



The newly elected Chair of West Midlands Police Crime Commission included the RACE Code in the manifesto



Working nationally with NHS WRES team

1000
Over 1000 downloads of the Code



The National Housing Federation have included the Code as a resource in the NHF Code 2020



Launched and developed Code Steering Group September 2020

EARLY Adopters

29 organisations have signed up as Early Adopters – including BCC, WMCA, GBCC, WMPCC, CIH, Housing Associations, NHS Trusts, Charities, Private Sector Orgs

5 0 0 0

RACE Code training delivered to more than 20 organisations and impacted more than 5000 employees



Our first Early Adopters group session was carried out in May 2021 with several workshops of collaborative groups sharing best practise. The next one planned for 7 Oct 2021



The RACE Code presentation has been delivered to a dozen conferences and more than 50 individual organisations.

Employers Toolkit

The first phase of consultation will finish in November 2021 then the full Code will be launched with an Employer's toolkit



We have a Quality Mark for those organisations that complete the process

Official Launch
RACE Equality Code
1/12/21

EXCUSES
No Excuses Event 30/6, 28/7 & 7/10



Over 400 people attended our "How to Adopt the Code Event" and 98% said the Code would make a difference to race equality



RACE CODE ADOPTERS



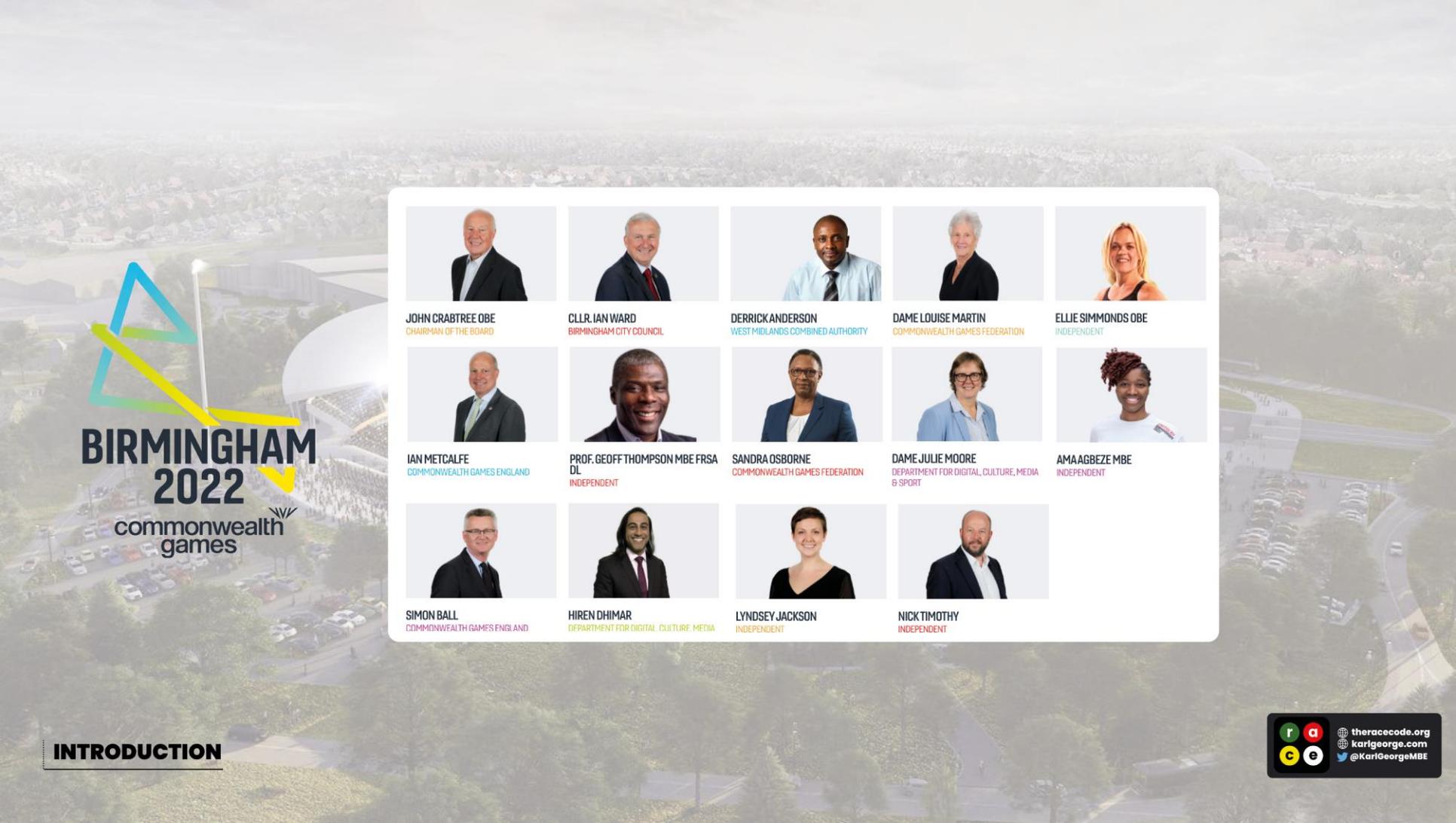


BIRMINGHAM 2022

commonwealth
games



INTRODUCTION



BIRMINGHAM
2022
commonwealth
games



JOHN CRABTREE OBE
CHAIRMAN OF THE BOARD



CLLR. IAN WARD
BIRMINGHAM CITY COUNCIL



DERRICK ANDERSON
WEST MIDLANDS COMBINED AUTHORITY



DAME LOUISE MARTIN
COMMONWEALTH GAMES FEDERATION



ELLIE SIMMONDS OBE
INDEPENDENT



IAN METCALFE
COMMONWEALTH GAMES ENGLAND



PROF. GEOFF THOMPSON MBE FRSA DL
INDEPENDENT



SANDRA OSBORNE
COMMONWEALTH GAMES FEDERATION



DAME JULIE MOORE
DEPARTMENT FOR DIGITAL, CULTURE, MEDIA
& SPORT



AMA AGBEZE MBE
INDEPENDENT



SIMON BALL
COMMONWEALTH GAMES ENGLAND



HIREN DHIMAR
DEPARTMENT FOR DIGITAL, CULTURE, MEDIA



LYNDSY JACKSON
INDEPENDENT



NICK TIMOTHY
INDEPENDENT

REPRESENTATION

Of the **1,160 individuals in positions of power in the UK** just **36 are BME**, or **3.4%** of the total. To put this in context, at the time of the last census in 2011, **12.9%** of the population of the UK was from a BME background. Women from BME backgrounds are even less likely to be represented, with just **seven BME women** on the list – less than **1%** of the total.

CEOS OF FTSE100 COMPANIES



INTRODUCTION

SOURCE: The Colour Of Power © 2021

XBV
Operation Black Vote

 theracecode.org
karlgeorge.com
[@KarlGeorgeMBE](https://twitter.com/KarlGeorgeMBE)

GOVERNMENT MINISTERS



CEOS OF TOP NHS TRUSTS



CEOS OF TOP ACCOUNTING COMPANIES



CEOS / MANAGING PARTNERS OF LAW FIRMS



VICE-CHANCELLORS OF TOP UNIVERSITIES



CEOS OF TOP NATIONAL GOVERNING BODIES



CEOS OF TOP CHARITIES



CHAIRS OF TOP NHS TRUSTS



PERMANENT SECRETARIES IN THE CIVIL SERVICE



RACE

Reports

REVIEWS

The McGregor-Smith Review
The Parker Review
Business In The Community Race At Work Charter
NHS Workforce Race Equality Standard
Diversity In The Boardroom
Rare - The Race Fairness Commitment
Sporting Equals Race Equality Charter
Black Football Players Coalition Charter
The Middle Research Report - BBA Awards
U.K Music - 10 Point Plan
Commonwealth Games 2022 - 10 Point Plan
The Diversity & Inclusion Charter
Black FE Leadership Group
National Black Governors Network
CBI - Change The Race Ratio
The FA Football Leadership Diversity Code

BACKGROUND

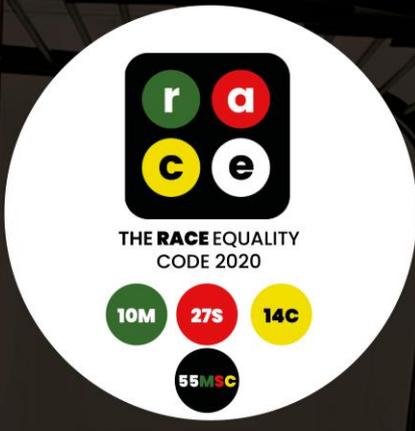
Why is this **DIFFERENT?**

RACE PRINCIPLES

APPLY AND EXPLAIN

MUST | **SHOULD** | **COULD**

BACKGROUND



BACKGROUND

*Includes latest updates

- Black FE Leadership Group ✓
- U.K Music - 10 Point Plan ✓
- Commonwealth Games 2022 - 10 Point Plan ✓
- Diversity In The Boardroom ✓
- The Race Fairness Commitment ✓
- The Diversity & Inclusion Charter ✓
- Race Equality Matters ✓
- CBI - Change The Race Ratio ✓
- The FA Football Leadership Diversity Code ✓





The RACE
Equality
Code

MUSTs Summary

12

- 1 Publish** information on racial diversity and include relevant data in annual reporting.
- 2 Take** positive action to improve ethnicity reporting rates and collection of data.
- 3 Identify** board and executive level sponsors/champions for race and accountability in governance.
- 4 Ensure** all elements of rewards and recognitions are fair and reflect racial diversity.
- 5 Include** diversity objectives and in particular race objectives, in the board evaluation process.
- 6 Grow** diverse talent through the support of employees and the talent pipeline, to reach the top of the organisation.
- 7 Ensure** formal interview processes are held for all roles.
- 8 Capture** the relevant data required to report effectively on racial diversity.
- 9 Set** clear race diversity objectives and relevant/appropriate targets.
- 10 Explain** the legal equality framework and the benefits of capturing data on ethnicity.
- 11 Build** psychological safety in boards and throughout the organisation.
- 12 Establish** formal race diversity networks and consult with the networks as appropriate.

→ ACTION CONTINUED



- A11** Organisations **should** ensure formal interview processes are held for all roles and that diversity quotas around race are set and met during recruitment (panels) and interview/short-listing and recruitment agencies used. Organisations should ensure proportional representation on long and short recruitment selection lists and reject lists that do not reflect the local and/or stakeholder working age population.
- A12** Organisations **should** use relevant and appropriate language in job specifications: Job specifications should be drafted in plain English and provide an accurate reflection of essential and desirable skills to ensure applications from a wider set of individuals, paying particular attention to ethnicity.
- A13** Nomination Committees **should** require their human resources teams or search firms (as applicable), to identify and present qualified Black people and other ethnic groups to be considered for board appointment when vacancies occur.
- A14** Organisations **should** ensure that any executive search firm used follows the Standard Voluntary Code of Conduct for Executive Search Firms that the relevant principles of that code be extended on a similar basis to the recruitment of Black and other ethnic candidates.
- A15** Led by board chairs, existing board directors **should** mentor and/or sponsor Black employees within the organisation where possible to ensure their readiness to assume senior leadership positions internally, or non-executive board positions externally.
- A16** Executive Recruiters **should** be demonstrably proactive in identifying and marketing talented Black candidate and be provided with specific targets.
- A17** Employers **should** convene conversations involving Black people throughout the decision-making process in the workplace for active listening, and then make plans on agreed actions together with their Black employees.
- A18** Organisations **could** identify and develop a pool of high potential Black leaders and senior managers as part of a cross-sector sponsorship/mentoring programme.
- A19** Organisations **could** encourage and support candidates drawn from diverse backgrounds, including Black people, to take on Board roles internally (e.g. subsidiaries) where appropriate, as well as board and trustee roles with external organisations, to develop individuals' oversight, leadership and stewardship skills.

→ ACTION CONTINUED



- A20** Organisations **could** adopt the Race at Work Charter or similar sector specific guide and commit to the actions promoting race equality.
- A21** Organisations **could** seek out opportunities to provide work experience to a more diverse group of individuals, looking beyond their standard social demographic, (this includes stopping the practice of unpaid or unadvertised internships), ensuring race diversity from a work experience level.
- A22** Organisations **could** ensure that the selection and interview process is undertaken by more than one person and should ideally include individuals from Black backgrounds to help eliminate bias (ensuring a diverse interview panel)
- A23** Organisations **could** critically examine entry requirements into their business, focusing on potential achievement and not simply which university or school the individual went to (challenging school and university selection bias).
- A24** Organisations **could** use contracts and supply chains to promote diversity, ensuring that contracts are awarded to bidders who show a real commitment to race diversity and inclusion.



DIVERSITY

DRIVERS





RESPONSIBILITY

DRIVERS



INTEGRITY

DRIVERS



VALUES

Tolerance

DRIVERS



EQUITY

DRIVERS

REALITY

NO IRISH
NO BLACKS
NO DOGS
NO DREADLOCKS
NO BRAIDS

DRIVERS

SOCIETY

DRIVERS

THE FOUR PRINCIPLES - *it's time for change*

R

REPORTING

A clear commitment to be transparent and to disclose required and concise information and updates on the progress of RACE initiatives across the organisation. Openness and transparency for all stakeholders will be valued and actively pursued in order to create the environment for change.

THE FOUR PRINCIPLES - *it's time for change*

A

ACTION

A list of the measurable actions and outcomes that contribute to and enable a shift in the organisation's approach to and success in delivering change. Without a set of targets and detailed plans for their achievement, change will not happen, and organisations will not be accountable.

THE FOUR PRINCIPLES - *it's time for change*

C

COMPOSITION

Identifying the key indicators that will make a real impact over the long-term, creating tangible differences to the existing landscape around race diversity of the board and senior leadership team. The narrative around what is acceptable needs to change through dialogue, and this may lead to uncomfortable but necessary decisions which the organisation is committed to having, hearing and making.

THE FOUR PRINCIPLES - *it's time for change*

E

EDUCATION

Developing a robust education framework that develops the ethical and moral reasoning behind a programme of development for every organisation (using the Principles). Perspectives need to be challenged and prejudices and systemic and institutional practices acknowledged.



**RACE
CODE**



ACCREDITED UNTIL

JUNE 2021



RACE SCORECARD

REPORT

ACCOUNTABILITY

COMPOSITION

EDUCATION

APPLY & EXPLAIN*

12 MUSTS*

**OBJECTIVES &
TARGETS***

**BOARD/SLT
PHOTO***

ANNUAL REPORT

GOVERNANCE

PLEDGE

**NETWORK
GROUPS**

**ETHNICITY
PAY GAP
REPORT**

**RACE
ACTION
PLAN**

INVESTMENT

**PROGRAMME
DELIVERY**

*** ACCEPTED
IF NOT USING
THE RACE
CODE**



***PUBLIC
STATEMENT**

***RACE AT WORK
CHANGE THE RACE RATIO
BLACK FE LEADERSHIP GROUP
THE BIG PROMISE**

***WRES
OBJECTIVES &
TARGETS**

***BOARD/SLT
PHOTO**

Most Diverse companies are now more likely than ever to outperform non-diverse companies on profitability.

McKinsey & Company

Full representation on race across the labour market is worth an estimated £24 billion per year.

The McGregor-Smith Review

Nasdaq is proposing a rule which would require companies to have at least two diverse directors, including one woman and one member of an "underrepresented" minority group, including Black people, Latinos or members of the LGBTQ+ community.

Risk and Credit Profile linked to ethnic diversity – i.e. promoting more black employees makes you credit positive.

Moody's

DIVERSITY 4.0

Listed companies also disclose in annual financial reports a standardised numerical table on the diversity of their board and executive management by gender and ethnicity. (FCA)

In particular, the board should have published plans for how the board and senior managers will in percentage terms at least match the overall black and minority composition of its overall workforce, or its local community, whichever is the higher. (NHS)

Minimise bias in recruitment
Minimise bias in progression
Mentoring, training and development
Address racism in the organisation's culture and monitor it.
(RUNNYMEDE)

Every police force in England and Wales will adopt an 'explain or reform' approach to examining policy or practice where racial disparity exists. At times, there will be reasons why disparity exists. Where disparity cannot be explained, the expectation is that it should be changed. (POLICE)

WHAT HAS EMERGED?



• **Training and mentoring**

- ✓ Cultural Ambassador Programme leading to improved representation at senior levels and across the organisation.
- ✓ Training managers on inclusive leadership resulting in improved measures (year on year)..



• **Recruitment**

- ✓ Representative panels to work towards minimising / addressing any biases.
- ✓ "Stepping Up" Programme which has assisted internal candidates in preparing for promotion.



• **Governance**

- ✓ Embedding an anti-racism stance throughout the organisation.
- ✓ Involving Staff Networks actively in governance, which has increased the profile of governance and is felt to have improved EDI outcomes.

NHS England and Improvement believes that we need to make radical changes in the way we hold each other to account in demonstrating the necessary actions in tackling racism. Without a clear accountability and governance structure embedded in our system, we simply will not make progress in eradicating racism in the workplace. It is for that reason that we fully support the Principles of the RACE Equality Code. The RACE Equality Code complements the regional strategy and underpins the approach of challenge, educate and support.

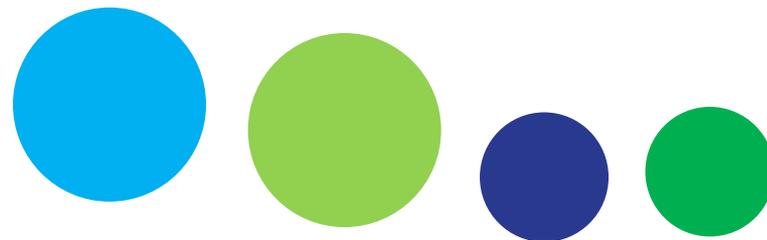
Kuvy Seenan Workforce and OD Directorate NHS England and NHS Improvement

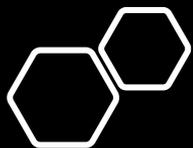
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Junior Hemans, non-executive director,
The Royal Wolverhampton NHS Trust and Walsall
Healthcare NHS, chair of Workforce committee and
Seacole Group member





The Race Code Impact

The Royal Wolverhampton NHS Trust
& Walsall Health care NHS Trust



The Royal Wolverhampton NHS Trust

In 2021 the RWT became the first in the Black Country to achieve the Race Code Charter Mark, followed shortly after by WHT . Both Trusts attained their charters in October 2021 and are accredited until May 2024.



The Challenge: Improving Equity, Education and Awareness



The likelihood rate of Black Asian and Minority Ethnic Staff entering a Disciplinary fell from 1.95 in 2019 to 1.1 in 2022

32% of the Trust workforce is from a Black Asian and Minority Ethnic background in line with our local population

19% of our Senior Roles are occupied by staff from a Black Asian and Minority Ethnic background indicating under-representation

13% of the Trust Board is from a Black Asian and Minority Ethnic background

Our Trust Strategy has a long term strategic commitment to improve ethnic representation at all levels of the organisation

Education : E

To support improved education and awareness in relation to race equality the following interventions have been implemented

- Cultural Competency workshops delivered to staff across various disciplines – train the trainer model developed
- How to be an effective ally training delivered to HR and OD teams across both Walsall and the Royal Wolverhampton Trust
- Five anti racism resource pack produced containing a series of videos , resources and recommended books- these packs were disseminated to all line managers and will be available shortly on the Trust's internal intranet pages
- Race Fluency – anti racism workshops scheduled to take place in November 22- this will result in a co- produced anti - racist vision statement
- Lunch and learn sessions related to race equality delivered as part of Equality and Human Rights Week.

Joint Zero Tolerance to Racism Campaign

- Future Work:
- Developing our joint anti-racism statement with Staff and Joint Board
- Exploring how both Trusts report on the ethnicity pay gap
- Our Joint Board consider equality as part of all decision-making
- BAME Staff networks and employee voice groups work collectively to promote progressive change for BAME staff

NHS

Walsall Healthcare NHS Trust and The Royal Wolverhampton NHS Trust have a **ZERO TOLERANCE** approach to racism, victimisation and incivility.

If you would like further information on what to do if you have witnessed or been on the receiving end of unacceptable behaviour, scan the QR code.

B A M E
Black Asian Minority Ethnic
Shared Decision Making Council

RACE CODE

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Equality, Diversity and Inclusion

RACE CODE

The Royal Wolverhampton NHS Trust
Walsall Healthcare NHS Trust

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The Royal Wolverhampton NHS Trust
Walsall Healthcare NHS Trust

ML_2518014_06_0222_V.0.3



What we have achieved in the last 12/18 months:

- Recruited and trained 26 new Cultural Ambassadors
- Published our first Race Infographic to promote awareness and transparency around our race equality profile.
- Supported 3 placements on the Black Internship Programme
- Launched our Positive Action in Recruitment so all Band 7 vacancies in Nursing and Midwifery now have a Cultural Ambassador on the Panel
- Successfully ran Diversity Reverse Mentoring for our Executive Team
- 3 Trust Staff won awards recognising their contribution to race equality at the Black Country Black History Month Awards 2021
- Launched our Trust wide Civility and Respect Programme
- Launched our Zero Tolerance to Racism Campaign and Guidance for Managers and Patients



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Equality, Diversity and Inclusion

The Royal Wolverhampton NHS Trust
Walsall Healthcare NHS Trust



RACE
EQUALITY

Q&A

November 2022



Evaluation



RACE EQUALITY

NHS Providers Annual Conference & Exhibition, 15-16 November '22

Visit our website for agenda, tickets and further info. For any questions, please email events@nhsproviders.org

Can we talk about race?, 28 November '22

A deep dive session where we will discuss the role of regulators within Trusts.
Book now!



RACE
EQUALITY

Thank you!

November 2022

