

Board of Directors (Public)

Item 5.8

Subject: Response to Anti Racism Framework
Date of Meeting: 25th September 2023
Presented by: Karen Nightingall, Chief People Officer
Purpose of Report: To Note

BAF Reference	Impact on BAF
BAF 4	No change to the assigned risk rating in BAF – belonging to the NHS is a key component of the People Plan 2021 and pillar of the LHCH People Strategy

Level of assurance (please tick one) <i>To be used when the content of the report provides evidence of assurance</i>					
<input checked="" type="checkbox"/>	Acceptable assurance Controls are suitably designed, with evidence of them being consistently applied and effective in practice	<input type="checkbox"/>	Partial assurance Controls are still maturing – evidence shows that further action is required to improve their effectiveness	<input type="checkbox"/>	Low assurance Evidence indicates poor effectiveness of controls

1. Executive Summary:

This paper provides the Board of Directors with a summary of the North West NHS Anti Racism Framework and outlines the response and initial actions to support its implementation.

The framework concerns all NHS organisations within the North West, working towards an ambition of becoming actively anti-racist. It provides NHS organisations with guidance to action this ambition quickly, outlining the steps needed to reduce inequalities and to become intentionally anti-racist.

The framework is not a stand-alone document, and it very much supports broader work related to the Public Sector Equality Duty, Workforce Race Equality Standards and the NHS EDI Improvement Plan which was published in June 23.

2. Background

NHS England released a statement on 26th June 2023 highlighting the most recent tribunal case of racism and discrimination against a black nurse; calling on NHS leaders to commit to taking sustained action and to demonstrate visible leadership on addressing racism within their organisations. This was supported by the publication of an Anti-Racism Framework developed to support NHS organisations and is categorised into three levels of achievement: Bronze, Silver and Gold. Each level builds on the next, encouraging organisations to make incremental changes and take consistent actions towards eliminating racial discrimination.

3. LHCH Response

By a commitment and a thorough understanding of anti-racism, the Board can play a pivotal role in effecting positive change within the organisation and help reduce health inequalities. As a result, a guest speaker from the NW BAME Assembly has been invited to the Clinical/Senior Leader Away Day on 29th September 23, to discuss the framework. A further session with the LHCH Board will be considered following this.

The release of the framework has been timely as LHCH has started to develop its year 2 EDIB action plan. The framework will be integrated into this plan by the end of October 23, with specific actions to achieve Bronze. The framework doesn't set out specific delivery timescales, but we will align our action plan to the lifecycle of our strategy. The delivery plan will include timescales to achieve:

- Bronze Status by December 23
- Silver Status by September 24
- Gold status by April 25.

The actions being taken or being planned to support the implementation is attached at **Appendix 1**. This initial plan will be delivered by December 23.

The full framework is attached at **Appendix 2**.

4. Summary and Recommendations:

LHCH has been pro-active in its response to the framework; this is a significant and critical piece of work which needs to be considered in line with broader EDIB related work and delivery of our EDIB plan and strategy.

The Board of Directors is asked to:

- Note the contents of this report
- Note the initial action and response

A progress update will be provided to the People Committee in December 2023.

5. Appendices

Appendix 1 – Action Plan

Appendix 2 - [Anti-racist framework](#)