



Dear Colleague

Welcome to your weekly edition of the LLR System Equality, Diversity and Inclusion (EDI) communication to make you aware of the latest support and resources available to you.

We understand staff aren't always able to access emails, and ask you to please support your teams and colleagues by printing the information as you receive it, to either read out during team huddles or to include on team notice boards.

LLR System Equality Diversity and Inclusion

What are we working on and how can you get involved?

EDI leads from across the LLR system have been working collaboratively throughout the COVID-19 pandemic. Over the coming months we will be working together on devising an EDI Training Plan aligned to Covid-19 restoration and recovery activity, with particular focus on race and culture. We will also be resuming other training activities, however will be updating the content of our programmes reflecting current best practice and also considering virtual delivery formats.

In addition, over the coming months, we will be coming together to work through our priorities for action and agreeing on areas where we can collaborate, ensuring consistency in how we operate across our organisations and sharing best practice.

If you would like to get involved, please get in touch with your local EDI Team. We look forward to updating you on progress in future editions of our newsletter.

NHS Partner Updates:

We continue to run Listening events across our NHS organisations to understand the lived experience of our staff during Covid-19. We are working on implementing actions to support the NHS 5 point plan, specifically around delivering bespoke Health and Wellbeing sessions targeting our BAME community.

In addition, Freedom to Speak Up virtual listening events are planned for BAME staff and will take place over the summer. Look out for further information coming soon!

Line manager support on conducting enhanced risk assessments is in place. For further information please contact your EDI Team.

National Update: BAME (Black, Asian and Minority Ethnic) Work



The national team recognise the issues that we are currently facing in society and the impact this is having on local services. They are currently working with community advisers and support workers on how to support our Black, Asian and Minority Ethnic (BAME) communities. They will be supporting systems through a resilience hub model.



The BAME offer will be carried out together and in the community with trusted partners. It will include myth busting; there is sometimes confusion around identifying all BAME communities under one group, rather than recognising and acknowledging differences between individual groups.

| Key Actions | | NHS | |
|--------------|---|---|---|
| Community | Training within our helplines and other offers with cultural competency | Specific support Filipino helpline; Christian counselling; supporting staff to access trusted support | Psycho-spiritual impact – working with the Oxford Centre for Spiritual Health |
| Organisation | Targeted and directed communications through to our BAME colleagues | 'Connect' groups programme based on characteristic, interest or concern | Partnership with Invictus to promote mental health recovery via physical activity |
| Team | Compassion pause space and leadership circles run through our BAME networks | Team support guide to coping with loss and common concerns in a spiritually competent way | Guides to understanding spiritual competencies e.g. supporting Ramadan |
| Individual | Guides on recognising and dealing with bullying and harassment | Common rooms manned with hosts who look like me and are targeted at my characteristics | NHS celebration day emphasis on hope and purpose – embracing the whole me at work |

Key actions of the BAME offer include promoting connection and support between those with similar characteristics and interests on a national level. Also, ensuring teams are culturally sensitive and have spiritual competence.

Equality and Human Rights Commission (EHRC) Inquiry into the impact of COVID-19 on BAME Communities

On Friday 5th June the EHRC announced that it has launched an inquiry into the disproportionate impact of COVID-19 on BAME Communities. The Commission suggested that the inquiry was only the beginning in terms of its body of work to addressing racial disparities in the UK:

“Our decision to use our legal powers to undertake an inquiry builds on our previously published [Roadmap to Race Equality](#), which called for a government-wide strategy to address long-standing racial inequalities in all areas of life, focusing on education, employment, health, housing and criminal justice. This announcement is only a first step”

The terms of reference detailing the specific scope of the inquiry will be published in the coming weeks. For further information regarding the context and rationale behind the inquiry please access the link below.

<https://www.equalityhumanrights.com/en/our-work/news/inquiry-impact-coronavirus-ethnic-minorities>



New commission on race equality announced

On 15 June 2020 The Prime minister announced the setting up of a cross-Government commission to address the racial inequalities that have been highlighted by a number of reports and concerns raised through the Black Lives Matter movement. A number of reports were produced during May and June highlighting the disproportionate impact of Covid19 on Black, Asian and Minority Ethnic communities including the Public Health England Report published on 2 June 2020. The commission will seek to examine a number of areas of inequality faced by Black, Asian and Minority communities including education, employment and health. The Commission will be expected to report its findings by December 2020.

2nd Multi faith Summit promoting excellence and inclusive pastoral, spiritual and religious support for all without exception - 28th January 2021

We are delighted to share with you the confirmed programme for the re-scheduled 2nd Multi Faith Summit to be held on Thursday 28th January 2021 in Horizon, Leeds. The programme reflects the aim of bringing together colleagues from across the NHS/ Police/ Ambulance/ Prison and the Fire Service. The day promises to be challenging, informative, interactive and a fantastic opportunity to network with colleagues from diverse sectors. Please consider attending and kindly encourage staff in your organisation to join us on the day.

Please contact eventsjsa@gmail.com for queries/booking forms.



Please get in touch with comments or feedback via email to the LLR System Equality Diversity and Inclusion Team at: LLRAcademy@uhl-tr.nhs.uk

Thank you