

Breakout session- Red card to racism

Thank you for joining us today
This session will be starting shortly

Please be aware this session is been recorded

Red Card to Racism

NHS
North Bristol
NHS Trust



2020 HPMA Partnership Award Winner

Congratulations to North Bristol NHS Trust, the 2020 HPMA partnership award winner for their brilliant Red Card to Racism campaign.

[>> Find out more](#)



Red Card to Racism

SPF CONFERENCE 2021: POSITIVE PARTNERSHIP WORKING DURING COVID, AND BEYOND

Marcia Dawkins

Theatre Coordinator and Branch Chairperson & Equalities
Lead UNISON

Monira Ahmed Chowdhury

Head of Equality, Diversity & Inclusion





Brunel

11,500 staff

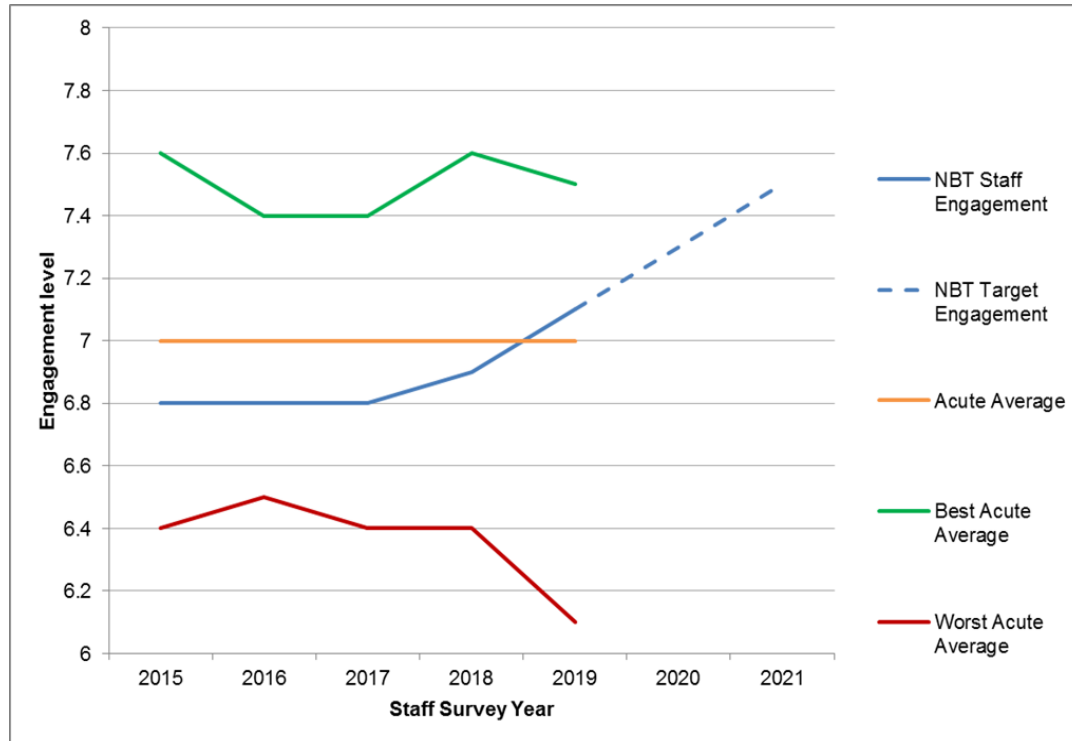
500,000 outpatients

70,000 inpatients

40,000 operations

100,000 ED visits

A journey of improvement



2014:

- 2 hospitals merge

2015:

- CQC “Requires Improvement”

2016:

- Financial Special Measures

2017:

- New people-focussed 5 year Trust strategy
- End of Financial Special Measures

2019:

- CQC rating : good (outstanding for care and well led)

Racist Harassment & Bullying

- Impact on staff of merger
- 2015/16 increasing reports of racist incidents anecdotally and seen in the data
- TU's key in raising profile of these concerns e.g. Partnership Meeting with CEO and sharing stories
- TU's suggestion of Red Card to Racism campaign, developed by HR team and Communications, championed by CEO
- A simple process – e.g. how used in Emergency Department

Joint communications campaign



North Bristol
NHS Trust

Coverage on:

We gave the BBC an exclusive in order to get the story running positively and it ran as top story on BBC Points West all day, with interviews of Gastroenterologist Consultant Talal Valliani, Andrea and our of dedicated PC Gethin Jones.



Launched 4 November 2019

- ◆ For staff to feel empowered to report and challenge racism and discrimination.
- ◆ For patients and public to be aware that we have a zero tolerance policy, and understand the consequences of giving abuse.



Recruited staff ambassadors, including on-site police to promote policy and front campaign.

Screensavers on all staff computers.

Posters in all staff areas.



North Bristol
NHS Trust

Our launch video:



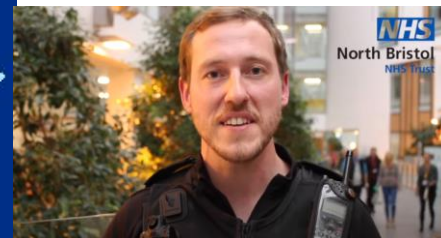
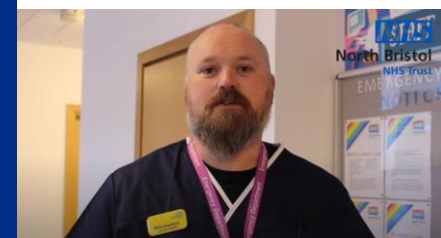
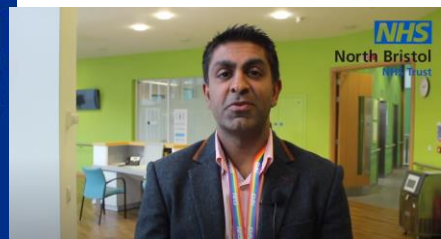
Over 10,000 views



"Thank you to all our teams who are helping to make this message clear and visible to all within our healthcare systems."

"This is more than a campaign, it is a strong message to staff that abuse of any kind towards them will not be tolerated."

"So proud to work for an organisation that protects its staff."



Data & Incidents

- Racist incidents recorded in Datrix:
 - 11/18 to 10/19 = 22 (approx. 800 incidents p/a total)
 - 11/19 to 10/20 = 26 (810 incidents p/a total)
 - 04/20 to 02/21 = 31 (650 incidents 11 months total)
- NHS Staff Survey:
 - 2020 BAME staff experiencing abuse decreased slightly from 26.5% to 25.1% (which is less than for white staff 26.3%)
 - 2019 BAME staff experience of abuse increased 24.7%% to 26.5%
 - 2019 Willingness by BAME staff to report abuse from Patients / Public increased from 47% to 52%
- We still have racism but NBT is clear on its position – e.g. support for family of attempted racist murder of one of our staff members leaving a shift

Challenges identified

- Datrix recording system doesn't allow cross referencing between different types of incidents reported – will be upgraded on Summer 2021
- Staff survey reported experiences of staff-on-staff racism has increased again after a dip in 2019 but 0 recorded on Datrix system
- BAME staff still feel significantly less that there is equal opportunities
- Similarly feel almost 3 times more there is discrimination from manager/team leader
- Lack of consistent & effective support for staff facing racism
- Includes lack of knowledge and confidence from managers
- Police recorded 261 hate crimes on hospital site from 1/9/20 to beginning of March 2021 but we don't have breakdown what proportion is race hate crime

A more inclusive future

- COVID disproportionate impact on BAME staff – large scale listening events with BAME staff, open letter from CEX, action plan co-developed, supported by additional Charity funding
- Introduced staff Covid-19 Risk Assessments (now culturally sensitive) – take up 84% for all staff including BAME
- Active & influential staff BAME Network with protected time
- Workforce Race Equality Scheme action plan – detailed draft published, ongoing co-development with BAME Network and TU colleagues with number of targeted initiatives
- Working collaboratively across our health and care system (Bristol North Somerset & South Gloucestershire) on EDI priorities
- Red Card to Racism – next stage setting up targeted support which also links into existing programmes like Freedom to Speak Up, harassment & bullying advisers

For further information contact:

inclusion@nbt.nhs.uk

Thank you

The next session will be Keynote- Nita Clarke OBE

This session will start at 2.30pm

Please join the session back on the main platform



#PositivePartnership2021

