



**Integrated
Care System**
Nottingham & Nottinghamshire



Primary Care Racial Equity and Diversity Working Group

There is a substantial body of evidence to support that structural racism in the NHS exists. The cost of this behaviour to the NHS in terms of treating a large section of its workforce as non-mainstream is burdensome and often means talent within the primary care workforce is not always fully optimised which can translate as a negative impact on patient outcomes.

The NHS Chief People Officer, Prerana Issar, has set a challenge for every NHS organisation to have a BAME staff network in place and for every network to be driving, thriving and influencing – with the help of real support from their organisation in this case primary care colleagues through helping each other to address structural racism. As a result of this ‘Call to Action’, Nottingham & Nottinghamshire ICS are supporting the formation of a **Primary Care Racial Equity & Diversity Working Group (Working Group)**. The aim of the Working Group is to initially include general practice, Primary Care Networks and then expanding to the wider primary care context.

The Phoenix Programme will be co-ordinating the establishment of the Working Group and provide ongoing support to the co-leads and admin associate.

Accordingly, the Phoenix Programme will be collating expressions of interests for the following two roles/three colleagues:

Role 1 - Working Group Co-Lead Associate – 2 people sharing the remit of the role

Profile:

- Credible professional (e.g. GP, AHP, Nurse, Practice Manager, Clinical Pharmacist) working within Nottingham and Nottinghamshire primary care.
- Educating and raising awareness of structural racism as experienced by members of the black, Asian and minority ethnic workforce.
- Consider how to set up a safe and supportive staff network for the primary care workforce to share experiences regarding structural racism and access support.
- Broad understanding of the impact of structural racism on health inequalities for communities and on the NHS workforce across the career spectrum.

- Active in pursuing an excellent understanding of the inequity faced by many of our black, Asian and ethnic minority colleagues in terms of pay and progressions, raising awareness of these issues amongst colleagues and senior leadership as well as demonstrating excellent leadership by seeking solutions.
- Key role in nurturing allies to come forward and support this work.
- Active in organising listening and action events with key stakeholders, to inform the system of progress made and yet to be made.
- Demonstrated leadership and vision by collaborating with colleagues on workforce retention and sponsorship programmes focusing on our black, Asian and ethnic minority colleagues.
- Have or able to develop an understanding of critical race theory and intersectional theory.

Sessional Commitment

1 session per week (x 2 roles).

Sessional Payment

£280.00 for 1 session per week/£1020.00 for 4 sessions per month **for each role.**

Contract Deliverables (12 months)

- Defined the shared vision, mission statement, goals and SMART objectives of the Working Group and shared with key stakeholders.
- Guided by the Accelerating the Development of Black, Asian, and Minority Ethnic (BAME) Staff Networks in NHS Organisations Toolkit.
- Developed priorities and embedded best practice.
- Installed strong governance of the Working Group
- Report findings into Primary care workforce Group
- Made a positive difference in the career and personal experiences of black, Asian and minority ethnic staff working in primary care.
- Collaborate with key stakeholders in the system to set up a safe space and supportive network for the general practice and primary care network workforce to share experience and access support.
- Encouraged allies to come forward and support the Working Group.
- Reviewed pay gap data when published and analysed using an intersectional lens and worked with senior leadership team to chart progress,
- Held listening and action events with stakeholders.
- Collaborated with other stakeholders on workforce retention and sponsorship programmes.
- Incorporated primary care WRES metrics into local workforce data.
- Collaborated with other local BAME networks across the system and report findings into System wide BAME networks and People and Culture board where necessary

- Expanded this network into space for Primary Care Networks and wider the primary care workforce.
- Supported BAME initiatives to develop primary care staff.
- Reported on the impact of the Working Group.
- Evaluated the Working Group's performance and impact and any lessons learned.

Role 2 – Working Group Senior Administrator Associate

Profile:

- A highly professional, competent, respected senior administrator or manager of business/GP practice administration working within Nottingham and Nottinghamshire primary care.
- Competent to lead on the organisation of awareness events via Zoom/Teams and sharing key information.
- Understand the value of evaluating impact and success of the Working Group.
- Have or able to develop an understanding of critical race theory and intersectional theory to support the Co-Leads.

Hours Commitment

4 hours per week or 16 hours per month.

Sessional Payment

£80.00 for 4 hours per week/£320.00 per month.

Contract Deliverables

- Provided a comprehensive secretariat and administrative service for the Working Group and its meeting requirements.
- Supported the Working Group/Leads with senior administrative support that helped realise the success of the Working Group.
- Guided by the Accelerating the Development of Black, Asian, and Minority Ethnic (BAME) Staff Networks in NHS Organisations Toolkit.
- Reported of the Working Group by completing a Project Progress Report template.
- Tracked the Associates payments as directed.
- Raised any risks and issues of the Working Group as directed by the governance systems and processes.

Role Term

All three Associates will be in post until 31 March 2022, with a possible extension further into 2022.

Base

All three Associate roles will be home based, working flexibly to meet the needs of the Working Group.

To learn more about the Associate positions please contact:

Dr Sonali Kinra, GP Retention Lead Nottingham & Nottinghamshire ICS
on 07783 818325 or sonali.kinra@nhs.net

Closing date for expressions of interest: 19 February 2021

Please submit your CV and covering letter to include why you want to be involved in the Working Group to info@phoenixprogramme.co.uk