



Belfast Health and
Social Care Trust

caring supporting improving together



Working together



Excellence



Openness & Honesty



Compassion

BELFAST TRUST ETHNIC MINORITY STAFF NETWORK

TERMS OF REFERENCE

Aims and Objectives

We recognise that current data indicates differential experience and outcomes for staff from ethnic minority groups.

The Ethnic Minority Staff Network will support and enable Belfast Health and Social Care Trust to maintain a safe, inclusive and diverse working environment for ethnic minority staff and eliminate racial discrimination through the creation of a co-produced action plan. The Network will benchmark the Trust against NHS Trusts across the UK to assess the progress of race equality.

The Network aims to provide advice for ethnic minority staff and ensure that their views and needs are recognised by senior management and the wider regional HSC Ethnic Minority Staff Network. The Network will endeavour to address barriers for all ethnic minority staff and develop a range of supportive, practical resources for newly recruited, international staff.

The Network will support the Trust to develop and maintain a representative workforce with inclusive leadership, and to raise the visibility and profile of the contribution that ethnic minority staff members make.

The Network will be a resource for the Trust, providing guidance on a range of ethnic minority issues. We aim to influence and impact activities which affect ethnic minority staff members and raise non-ethnic minority staff members' awareness of race issues. The Network will contribute to policy development through active involvement in and consultation on the Trust's strategy, policies and guidance on race equality.

The Network aims to work closely with other organisations that campaign for race equality, such as Trade Unions, Equality Commission NI and other relevant bodies, and the Trust's Healthy Relations Group.

In Year 1 we would like to prioritise work in the following key areas:

- 1) Protecting and supporting ethnic minority staff throughout COVID-19;
- 2) Contributing to a harmonious working environment that is free from harassment and discrimination;
- 3) Addressing barriers to training, promotion, and attaining additional qualifications; and
- 4) Increasing representation and leadership, and identifying a series of Ethnic Minority Champions.

Our Network ensures a safe and supportive space for ethnic minority staff members to share their challenges, experiences, and collective learning. We will work to robustly challenge factors that limit individual opportunities for ethnic minority staff and promote race, equality, diversity, and inclusion and the value and contribution of all ethnic minority staff members.

We will work closely with Health Improvement, Healthy Relations Group and Equality Teams to achieve our aims. We will engage with other groups (local and national), including other internal and external staff networks, trade unions, and community groups who share a common agenda or experience of eliminating disadvantage, addressing unmet needs or increasing participation.

The Ethnic Minority Staff Network is committed to:

- Campaigning and lobbying on race equality by co-developing submissions to public consultations, public forums and Trust governing bodies in partnership with Equality and Inclusion teams.
- Sharing best practice and engage with our allied equalities staff networks and ethnic minority staff networks across the region.
- Acting as a channel for communication and consultation between ethnic minority staff and senior management.
- Identifying ways to challenge discrimination and stereotyping among colleagues, peers, service users, and other stakeholders.
- Providing peer support, guidance and signposting to appropriate services both within and outside the Trust where appropriate.
- Creating and providing ethnic minority staff with opportunities to participate in a range of targeted social and professional activities.

Finally, we will promote and communicate the Good Relations bulletin and circulate this via the Trust's 'Equality Bites' publication and other social media outlets.

Membership and Meetings

Membership is open to all staff with an interest in progressing race equality regardless of whether or not they self-identify as a member of an ethnic minority group.

Meetings will be held throughout the year and there will be a minimum of 4 per year. These will be undertaken via Microsoft Teams.

Managers are expected to support staff and provide mutually agreed protected time to participate and undertake duties related to the Ethnic Minority Staff Network.

Network Positions

The Network will be led by its elected (Co-)chairs with elections taking place every 12 months.

Current positions of (Co-)chairs and Secretary for the period of 2020-2021 are filled on a voluntarily basis as follows:

Co-Chairs: Coumilah Manjoo
Joe Ifediora

Secretary: Samantha Whann

Task and finish groups will be appointed when and if required.

Relationships and Reporting

The Ethnic Minority Staff Network will be an autonomous group within the Trust and will work closely with the Trust's Equality and Inclusion Managers.

The Network may be required to provide brief reports and updates on work undertaken. These will be shared with the Executive Team via the Director of HR. Progress from the annual action plan will be shared with the Executive Team.

Monitoring Effectiveness

An action plan will be developed and reviewed as agreed by members to ensure the group is operating at maximum effectiveness and achieving its vision.

The Network will annually review feedback from members and Trust management and monitor the growth of the group and member engagement.

Review

Terms of Reference will be reviewed annually to ensure that they continue to meet the needs of the network.