

Freedom of Information request 222-20

Request

As such, we are writing to ask your organisation if you can provide the following information please:

- A) The current total number of Black and Minority Ethnic people employed in your workforce to date
- B) The total number of Black and Minority Ethnic people who have left your workforce over the last 5 years
- C) The total number of Black and Minority Ethnic people employed in senior and strategic roles within your organisation to date
- D) Information about what specific actions your organisation has taken to understand the ethnic backgrounds, needs, and aspirations of Black and Minority Ethnic people that your organisation may serve or employ to date
- E) Information about what specific actions your organisation has taken to recruit Black and Minority Ethnic people into working for your organisation to date
- F) Information about what specific actions your organisation has taken to retain members of your workforce from a Black and Minority Ethnic background to date
- G) Information about what specific actions your organisation has taken to proactively encourage, support, and assist your workforce from a Black and Minority Ethnic background into senior and strategic roles within your organisation to date.

Response

- A. There are 103 members of staff recorded who identify as Black Asian and Minority Ethnic, equivalent to 2.7% of the NHS Borders workforce.
- B. A total number of 140 members of staff who identify as BAME have left the organisation over the last 5 years. This number includes doctors & dentists (and some other job families) who have rotated in and out of NHS Borders on structured rotational training programs.
- C. There are 54 members of staff in senior and strategic roles inside NHS Borders. We have classified 'senior and strategic' as Agenda for Change Bands 7, 8 & 9 and our non-training Medical & Dental grades.
- D. Firstly, in terms of the NHS Borders workforce, we enquire about the protected characteristics of job applicants and employees, as per the Equality Act 2010. Similarly, we enquire about this information from the people who use our services. We survey the entire workforce once each year (an initiative known as iMatter) and are able to extract anonymised data from this process, which can reveal how it feels to work for NHS Borders if you are from particular backgrounds. This allows us to look longitudinally over time for trends i.e. improvements in job satisfaction or matters of concern. The survey checks feelings around fairness, consistency, sense of safety, training opportunities, involvement and decision making. Our Director of Workforce has recently engaged all staff who identify as BAME both via letter and e-mail, encouraging colleagues to undertake a COVID19 risk assessment, asking colleagues to help shape our corporate objectives and to share their lived experience of working for NHS Borders. This is being followed up with individual 1-2-1 conversations, where that is sought.

All staff are asked to identify any specific needs they have at induction and this is addressed during the corporate induction and communicated to the line manager if necessary.

Our spiritual care is open to all. We have an active group of Islamic staff who hold regular prayer in an area set identified within the chaplaincy service. Dietary needs are recognised as part of the staff dining room facilities. All health service literature is provided in multiple languages. We support staff in the use of Microsoft Translator to complete eLearning on a one to one basis.

- E. NHS Borders advertises on an NHS Scotland system called JobTrain at <https://apply.jobs.scot.nhs.uk/> This site states that NHS Scotland actively encourages applications from a variety of backgrounds and through links, tries to explain how the Equality Act 2010 helps create a level playing field for applicants and employees. NHS Borders will be reviewing its recruitment advertising channels later this year to see if it can attract more applicants from diverse backgrounds.

NHS Borders was one of the first NHSScotland organisations to introduce values based recruitment. This allows all candidates to be considered equally and assessed in line with the values of the NHS in Scotland. We endeavour to ensure that all recruitment decisions relate specifically to the role and the values of the NHS regardless of race or ethnicity.

- F. NHS Borders will be providing greater access to employee coaching for staff who identify as BAME. Trained coaches can help employees with advice on accessing a variety of support and development opportunities. NHS Borders also offers staff the opportunity to access different extracurricular activities. The staff dining room can respond to specific dietary needs if requested. Staff have ready access to their trade unions and professional organisations via the Partnership Office. Our HR policies ensure that all staff are aware of their obligations and any issues linked to any form of discrimination will be dealt with effectively. All newly developed policies within NHS Borders is subject to Equalities Impact Assessment.
- G. All staff have access to annual appraisals and regular Personal Development Plans. Corporate Training and Organisational Development offerings are available to allow staff to develop their knowledge and skills. Staff have access to career coaching, interview coaching and executive coaching all of which support and develop individuals.

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or foi.enquiries@borders.scot.nhs.uk.

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the

reference number **222-20** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.