

Freedom of Information request 434-22

Request

1. Has your board established a staff network on race equality as requested by the Scottish Government letter of 2020?
2. What governance of this network, if established, is in place?
3. What members of staff are part of the network?
4. Are trade unions represented on the network – and if so, how?
5. When did the network last meet?
6. How and when have the representatives of the board, or the board itself engaged with the network?

I look forward to your response – and would be grateful for any other examples of work underway you may have on these crucial issues.

Response

1. NHS Borders have established a staff network on race equality.
2. This network forms one of several equality networks which NHS Borders has established or is in the process of establishing and which feed into and used for advisory purposes of our the Equality in Employment at Work Group. That group then feeds into the Area Partnership Forum, Staff Governance Committee and so to the Board of NHS Borders.
3. The network is led by ITU Physiotherapist and CSP Equality Rep Vineeth Ravindran, and includes domestics, nurses, medics, surgeons and healthcare support workers. We have a wide range of ethnicity represented on network.
4. As above, but all unions have access to the Equality in Employment Group.
5. In person 8 months ago and the network has an active WhatsApp Group.
6. Director of HR and OH&S and Employee Director are meeting with the network in October 2022.

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 **434-22** 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.