

Terms of Reference for the Black and Minority Ethnic (BME) Staff Network for NHSGG&C

1 Rationale

- 1.1 The NHS Staff Governance Standard states that:-
- 1.2 “Involving and empowering staff in decisions relating to their work has been demonstrated to deliver a better quality of outcome which will ultimately result in the delivery of high quality, safe, effective and person-centred healthcare services.”
- 1.3 NHSGGC is committed to supporting staff engagement, acting as a fair employer and creating a diverse and representative workforce.

2 Aims and objectives

- 2.1 The aims and objectives of the BME Network are as follows:-
- 2.2 Achieve and maintain a positive culture towards BME Staff in NHSGGC.
- 2.3 Act as a platform for consultation and influence on issues impacting on the health, wellbeing and work of BME staff in NHSGGC.
- 2.4 Provide networking opportunities and peer support for those with, or working with, staff from BME Communities.
- 2.5 Establish a mechanism to feedback to NHSGGC on staff governance issues in relation to the experience of BME staff
- 2.6 Attend meetings in an active role as deemed appropriate by the members of the network and the Workforce Equality Group to represent the network.

3 Support from NHSGGC to the Network

- 3.1 NHSGGC will support the network to provide the following:-
 - A safe environment to raise issues
 - A mechanism to receive feedback from the networks
 - A mechanism to report back on issues raised
 - Senior leadership commitment
 - Officer support
- 3.2 Staff who contribute to the networks will be able to do this as part of legitimate organisational business.

3.3 Support available to the network can include the following:-

- A closed Facebook page for members to communicate
- Meeting venues
- Involvement in campaigns or relevant activities
- Communication support

4 Support from the Network to NHSGGC

4.1 Support from the network to the organisation could include:-

- Contributing to Equality Impact assessment of policies impacting on staff
- Campaigns
- Information for staff on BME issues

5 Membership

5.1 Any member of NHSGGC staff with an interest in BME staff issues.

6 Frequency of meetings

6.1 The BME network will meet at least four times a year with support from the Human Resources and the Equalities and Human Rights Team.

6.2 The members will meet at other times through the year to discuss issues, suggest agenda items and to network.

7 Governance

7.1 The chairs of the forums/ networks will be invited to attend the 'Workforce Equality Group', chaired by the Director of Human Resources and Organisational Development, to establish two way communication on the issues.

7.2 The 'Workforce Equality Group' reports to the Corporate Management Team.