



Recruitment and Retention of Black and Ethnic Minority Staff in BSMHFT

Chris Berry

Associate Director of Human Resources

Satpal Gill

Head of Recruitment

Bruno Daniel

Senior Equality and Diversity Lead



Areas for research

- The Organisation
- Human Resources
- Cooperation and collaboration
- Matching



Is there a corporate mission statement includes intercultural aspects?

- Our purpose is a simple and straightforward one

‘Improving mental health wellbeing’

- While our work covers many areas, and can often be complex, our purpose should be simple, straightforward and meaningful to everyone, however they are engaged with our organisation.#
- Our purpose sums up exactly why we are here, and is at the heart of everything we do and every decision we make.

<http://www.bsmhft.nhs.uk/about-us/who-we-are/our-purpose-and-values/>



- **Honesty and openness**

We will keep each other well informed through regular communication. We will have honest conversations and explain our decisions.

- **Compassion**

We will bring compassion to all our dealings with service users and carers and expect it in our colleagues.

- **Dignity and respect**

We will respect all those whom we deal with at work, especially our service users and staff and take action to address those who do not.

- **Commitment**

We commit to help our colleagues provide the best care services that we can. We will do what we say we will



A Mental Health Foundation NHS Trust providing the following services

- Adult services
- Older adult services
- Specialist services
- Young people's services
- Secure Care
- Addictions services
- Services for homeless people
- Place of safety
- Birmingham Healthy Minds
- Rapid Assessment Interface and Discharge (RAID)

Corporate Services



- <http://www.bsmhft.nhs.uk/about-us/equality-diversity-and-human-rights/>



Trust Profile

Birmingham and Solihull



Mental Health NHS Foundation Trust

Ethnicity		Trust Profile 2009	Trust Profile 2010	Trust Profile 2011	Trust Profile 2012	Trust Profile 2013	Birmingham Population	Solihull Population	**Birmingham & Solihull Population
White	British	54.5%	55.3%	55.2%	55.3%	55.3%	53.1%	85.8%	58.4%
	Irish	3.9%	3.6%	3.5%	3.3%	2.9%	2.1%	1.9%	2.0%
	Gypsy or Irish Traveller	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%
	Other White	2.4%	2.5%	2.5%	2.9%	2.9%	2.7%	1.4%	2.5%
Mixed	White & Black Caribbean	1.2%	1.2%	1.3%	1.4%	1.6%	2.3%	1.2%	2.1%
	White & Black African	0.4%	0.5%	0.5%	0.5%	0.4%	0.3%	0.1%	0.3%
	White & Asian	0.4%	0.4%	0.5%	0.5%	0.5%	1.0%	0.6%	1.0%
	Other Mixed	0.3%	0.4%	0.4%	0.4%	0.5%	0.8%	0.3%	0.7%
Asian or British Asian	Indian	6.0%	5.9%	6.3%	6.7%	6.2%	6.0%	3.4%	5.6%
	Pakistani	2.5%	2.5%	2.7%	2.5%	2.9%	13.5%	1.7%	11.6%
	Bangladeshi	0.5%	0.5%	0.6%	0.5%	0.5%	3.0%	0.3%	2.6%
	Other Asian	1.4%	1.3%	1.3%	1.2%	1.3%	2.9%	0.7%	2.6%
Black or Black British	Black Caribbean	9.1%	9.2%	8.9%	8.7%	8.9%	4.4%	0.9%	3.9%
	Black African	6.6%	6.3%	6.7%	6.8%	7.0%	2.8%	0.4%	2.4%
	Other Black	0.9%	1.0%	1.0%	1.0%	1.0%	1.7%	0.2%	1.5%
Chinese	Chinese	0.2%	0.3%	0.3%	0.3%	0.3%	1.2%	0.4%	1.1%
Other Ethnic Group	Other Ethnic Group	1.2%	1.1%	1.0%	1.0%	0.9%	2.0%	1.0%	2.0%
Undefined	Not Stated	8.6%	8.1%	7.3%	7.2%	6.8%	0.0%	0.0%	0.0%
Grand Total		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%



Trust Profile

Table 4: Gender (Sex) Profile

Gender	Headcount	% Headcount	2012 % Headcount
Female	2,881	70.0%	70.4%
Male	1,233	30.0%	29.6%
Grand Total	4,114	100.0%	100.0%

Table 5: Sexual Orientation Profile

Sexual Orientation	Headcount	% Headcount	2012 % Headcount
Bisexual	15	0.4%	0.3%
Gay	32	0.8%	0.7%
Heterosexual	2,116	51.4%	45.2%
Lesbian	17	0.4%	0.4%
Undisclosed	1,934	47.0%	53.5%
Grand Total	4,114	100.0%	100.0%



Is there something like an Intercultural Guide, which for instance describes religions and peculiarities of groups?

- Religion and Belief is a Personal Protected Characteristic under the Equality Act 2010
- The Trust have a Spiritual Care team who provides clinical support to aid recovery and wellbeing to staff and patients
- All main religions are represented within team
- We collect personal data information on staff and patients
- Prayer or Quiet rooms provided at most sites
- Establishing a Multi Faith Forum

<http://www.leicspart.nhs.uk/Library/NHSStaffMultifaithResourceFINALhyperlinked.pdf>



Would you say there's a Welcome Culture in your organisation and involved authorities?

- The Equality Act places a Public Sector Equality Duty for NHS Organisations
- The Human Rights Act demands that staff and patients receive their rights
- New members are not able to start their role prior to induction training
- Posters of the Trust's values are to found all over the Trust
- All staff receive an element of customer care training
- All staff are expected to uphold the Trust behavioural profile
- We work in partnership with many other organisations (Police, Local Authority, Commissioners, Voluntary and Community Sector and some private sector)

<http://connect/corporate/governance/Policies/EQUAL%20OPPORTUNITIES%20POLICY.pdf>



Are there special trainings, language courses or projects for migrants?

- Staff are expected to speak English due to Health and Safety and training requirements
- Information can be provided in different formats
 - Braille
 - Large Print
 - On different colours
- Patients are provide with translators, interpreters or sign language if required or requested
- In some areas staff are recruited with specific language skills to meet the needs of the service or service users



How long are they, what is the action content and who finances them?

- Vary in length depending on need
- All service are financed by the Trust
- Some provided by internal staff, some by external consultants and some by leadership academy as previously mentioned



Are there trainings with intercultural aspects for locals as well

- ELearning Equality and Diversity Training
- Bespoke Equality, Diversity and Human Rights training as required (Current focus on Inclusive Leadership)
- Training provided to staff for cultural understanding to improve service provided
- Additional leadership courses are provided by the NHS Leadership Academy or NHS Health Education West Midlands



- How do you recruit professionals?



- Are there specific strategies for recruiting foreign experts/professionals?



Birmingham and Solihull



Mental Health NHS Foundation Trust

How important is the quality test in your hospital and how it works?



Is there multilingual information for employees and patients?



There are funding programs by the federal or regional government on matters of intercultural opening?

- In the Past:
 - Breaking through Project for BME Staff
- Leadership Academy
 - Emphasis on targeting BME staff
 - <http://wm.hee.nhs.uk/leadership/inclusive-leadership/>



Any further questions?