

Terms of Reference

Humber, Coast and Vale Health and Care Partnership (Integrated Care System)

Black, Asian and Minority Ethnic Network of Networks

Document Details

Version	Modifications	Author	Date
0.1	Draft	C Dowson; J Adamson	07.06.2021
0.2	Amendments	C Dowson	29.07.2021

Approvals

This document requires the following approvals:

Name	Role	Signature	Date	Version
Steve Russell	Chair/SRO		31.08.2021	1.0

Distribution

This document has been distributed to:

Name	Role	Date of Issue	Version
Stephen Eames	System Lead and Independent Chair	31.08.2021	1.0
Jayne Adamson	People Lead	31.08.2021	1.0
Partnership Board	Meeting of the Chief Executives	31.08.2021	1.0

Vision

The aim is to play a part in bringing forward a time when nobody is disadvantaged or discriminated against because of their racial background or ethnicity. We will lead and influence Humber, Coast and Vale's anti-racism strategy at senior and executive levels, bringing together the existing Black, Asian and Minority Ethnic equality networks from across the partner organisations of the Integrated Care System to work together alongside our allies and drive change.

Objectives

The objectives for the Humber, Coast and Vale Black, Asian and Minority Ethnic Network of Networks are to:

- Oversee the anti-racism and anti-discrimination programmes and strategies of the Humber, Coast and Vale (HCV) Partnership, keeping up to date on work taking place across our partner organisations in the NHS, local authority, social care and voluntary and social enterprise sectors;
- Actively champion anti-racism and social justice across the HCV Partnership and across programmes of work within members' own organisations – highlighting opportunities and synergies within and without that could be scaled up or shared more widely;
- Play our role in fostering a culture, values and ethos across the HCV Partnership which enable safe and fair working practices for all people from a minority ethnic background and counter the dominance of institutional racism and white supremacy;
- Work towards the eradication of all racial disparities across the HCV Partnership and our partner organisations;
- Influence wider societal change through our roles as anchor institutions in the Yorkshire and Humber region;
- Build key partnerships across Humber, Coast and Vale that will support us to achieve our vision of an anti-racist health and care system, recognising that decolonisation and the dismantling and reversal of systemic racism are not the responsibility of minority ethnicities to achieve and that our allies from a white background must commit to joining us fully in this work.

Responsibilities

The responsibilities for the Humber, Coast and Vale Black, Asian and Minority Ethnic Network of Networks include:

- providing a strategic forum for advising on the development of system-level anti-racism plans, activities and workstreams;
- influencing and supporting place-based anti-racism activities across partner organisations and networks;
- ensuring racial justice and anti-racism remain at the heart of Humber, Coast and Vale's culture and development;

- developing any anti-racism strategies for the HCV Partnership and accompanying action plans as needed;
- providing constructive challenge and advice to our partner networks and forums either locally, regionally or nationally;
- engaging and communicating with our distributed, multi-disciplinary clinical and professional leadership across the Partnership and wider on issues relating to racial justice and ending discrimination;
- recognising and enabling talent and innovation across the health and care system in particular where this will help us to solve collective discrimination and racial injustices;
- ensuring equal and appropriate representation but wherever possible avoiding the duplication or repetition of activities across Partnership and Place where this is not helpful to our goals;
- providing a supportive role to inter-dependent groups across the Partnership; and
- being accountable to the HCV Partnership Executive Board and HCV Workforce Transformation Board.

Membership/Representation

The membership of the Humber, Coast and Vale Black, Asian and Minority Ethnic Network of Networks is set out in Annex A.

The membership of the Humber, Coast and Vale Black, Asian and Minority Ethnic Network of Networks can be amended at the request of the Chair or Deputy Chair or by agreement of the membership.

The members can request, subject to agreement of the membership, that other parties can be co-opted onto the group for specific discussions.

Decision making

Members of the Humber, Coast and Vale Black, Asian and Minority Ethnic Network of Networks are accountable to their own organisation and in the group will provide a view to inform recommendations, policies and strategic direction that represents their clinical or professional position.

Annex B sets out the governance diagram for the Humber, Coast and Vale Black, Asian and Minority Ethnic Network of Networks.

The Humber, Coast and Vale Black, Asian and Minority Ethnic Network of Networks has no authority beyond that which is stipulated in this document.

Management of meetings

The Humber, Coast and Vale Black, Asian and Minority Ethnic Network of Networks will be chaired by Steve Russell, SRO and Executive Sponsor for the HCV Workforce Transformation Programme and Chief Executive of Harrogate and District NHS Foundation Trust. The Deputy Chair is Alina Khan, Head of Diversity and Inclusion, Yorkshire Ambulance Service NHS Trust.

The Humber, Coast and Vale Black, Asian and Minority Ethnic Network of Networks will meet on a bi-monthly basis via Microsoft Teams. This frequency can be amended by request of the membership and Chair.

The meetings of the Humber, Coast and Vale Black, Asian and Minority Ethnic Network of Networks will be administered by the Humber, Coast and Vale Workforce Programme or Equality, Diversity and Inclusion Team.

The agenda for the meeting will be agreed with the Chair and circulated in advance of the meeting. Any items or papers for the agenda should be submitted to the Humber, Coast and Vale Workforce Team via hullccg.hcvstppmo@nhs.net at least 7 days prior to the meeting.

Review

The Humber, Coast and Vale Black, Asian and Minority Ethnic Network of Networks shall review these terms of reference annually or as required to ensure they remain up to date and in line with Humber, Coast and Vale Partnership operating arrangements.