

15 ACTIONS

for mental health employer organisations to act on

Leadership and strategy

- 1** Make a clear organisational commitment to tackling all forms of discrimination - including intersectional discrimination - against minoritised ethnic staff.
- 2** Ensure all leaders have in-depth knowledge and understanding about racism, intersectional discrimination and its impact on minoritised ethnic staff, and have the skills, experience and integrity to implement mitigations.

Accountability

- 3** Appoint a senior board representative and member of the leadership team to have senior officer responsibility for delivery of the agreed actions around acting against racism, intersectional discrimination and its impact on minoritised ethnic staff.
- 4** Those given senior officer responsibility for delivering the agreed actions around acting against racism, intersectional discrimination and its impact on minoritised ethnic staff (action 3) should have overarching responsibility for data collection, analysis and stratified annual reporting to track progress.
- 5** Those given senior officer responsibility for delivering the agreed actions around acting against racism, intersectional discrimination and its impact on minoritised ethnic staff (action 3) should have overarching responsibility for a co-produced Strategic Plan.

Addressing concerns

- 6** Ensure your staff support service offers effective, confidential and independent points of contact to support minoritised ethnic staff.
- 7** Have clear policies and procedures for staff to report any instances of bullying, harassment or concerns about discrimination around career progression, differential attainment and disciplinary action.
- 8** Emphasise and follow through on a zero-tolerance approach to racist behaviour from patients and their carers towards all healthcare staff.

Equity of opportunity

- 9** Take an evidence-based and objective approach to recruitment and promotion activities, including de-biasing the recruitment and promotion process, rather than relying on training to de-bias panels.
- 10** Provide mentoring (including reverse mentoring), coaching and sponsorship to all staff, including at least a proportionate number of minoritised ethnic staff.

Organisational culture

- 11** Create a culture that firstly, feels safe for all staff and encourages openness and honesty at all levels within the organisation about racism, intersectional discrimination and its impact, and secondly, is a welcoming and inclusive workplace environment for minoritised ethnic staff, so that they feel as supported, respected and valued as their non-minoritised peers.
- 12** Facilitate the development, growth and ongoing sustainability of an effective staff network for addressing the needs, views and concerns of minoritised ethnic staff.

Specific sections of the medical workforce

- 13** Increase organisational awareness that International Medical Graduates (IMGs) and Specialty and Associate Specialist (SAS) doctors are more likely to experience racism and gradism in the workplace.
- 14** For International Medical Graduates (IMGs), provide appropriate early pastoral, practical and professional induction and support and address disproportionate referrals for disciplinary action using appropriate local measures.
- 15** For SAS doctors, who are more likely to be minoritised ethnic staff, implement the British Medical Association's (BMA) SAS Charter in full.