

DATE

Name
Address
Address
City
Postcode

From the office of the Chief Executive
Trust Headquarters
Twenty One Fifty
Thorpe Park
Leeds
LS15 8ZB

Tel: 0113 85 55913
saramunro@nhs.net

Dear

I am writing to you today to ask you to share in tackling a key issue that myself and all of our Board believe is crucially important so that collectively we can make real change. I am asking all of you to join with us and help make LYPFT an inclusive family. Only by valuing each of our colleagues, respecting difference and recognising how this makes us stronger will we achieve our purpose of Improving Health; Improving Lives.

The past few months have presented us with huge challenges that have affected all of us personally and professionally. We've made decisions, often at speed, which have changed the way in which we work. I don't underestimate for one second the additional pressure this creates and you have all worked incredibly hard to keep one another safe.

We have also seen the impact of inequality and specifically the detrimental impacts of racial inequality affecting our Black, Asian and Minority Ethnic (BAME) colleagues, service users, carers, friends and loved ones around us. The report from Public Health England (PHE) on the disproportionate number of BAME staff dying from COVID-19 and the killing of George Floyd in the USA has provoked anger and moral outrage about the injustices and inequalities experienced by black people both globally and locally. Working in mental health and learning disabilities we are all aware that injustices and inequalities have been present throughout our history and remain today, in communities, workplaces and in the systems that are there to support and protect us all.

Our workforce is diverse, as are the communities we serve. However this alone does not make us an inclusive organisation. We know BAME colleagues are not equally represented at more senior levels of our Trust and that racism, both direct and indirect, and bullying and harassment continues to take place here. We must do more to tackle racism and inequality and create a culture where this can be called out.

Some of you may have already read the blog that our Chair, Sue Proctor and I shared recently and I want to be clear racism in any form is completely unacceptable. It causes immeasurable harm. Racism has no place in our Trust. In truth we want to go even further - we want a culture in our Trust that is anti-racism.

We want to use these recent experiences that have profoundly affected us all as a catalyst to openly share and learn from one another and make changes in our culture like never before. Whilst leadership has a strong role to play, the culture of our Trust is influenced by everyone in it and so changing it cannot be down to one person. We all want to create a culture of compassion

where everyone can have supportive conversations with one another and this includes engaging in those conversations that have perhaps been avoided because we may have a fear of saying the wrong thing, using the wrong words or worrying about discussing challenging issues. We also need to be prepared to recognise that we have and will, in the future, make mistakes. From those mistakes we will learn by being kind to one another and looking to the intent behind the actions and words. We can only do this through reaching out to each other, being curious, sharing our stories, thoughts, feelings and unique insights and acknowledging that we need to open our eyes and understand to learn from one another. Below is a list of some of the work that we are already doing to support the development of a more inclusive culture at LYPFT;

- We are introducing a **Reciprocal Mentoring Programme** between our Board and BAME staff. We are doing this to improve our understanding of the experience of BAME staff at our Trust to ensure we are operating in a more inclusive way.
- Our **Freedom to Speak Up Guardian**, John Verity, reports into the Board and will raise staff concerns with myself and the Executive Team directly.
- We are introducing **Freedom to Speak Up Ambassadors**. These Ambassadors will, via the Freedom to Speak Up Guardian, have a direct line of sight to myself and all my executive colleagues. We are doing this because we realise that having one Freedom to Speak Up Guardian does not give enough choice for our staff on how they can raise concerns; we will be recruiting Ambassadors to increase diversity of access and provide choice.
- We will have **BAME representation on recruitment panels for Senior Leadership roles**, starting with roles Band 8c and above and cascading across all senior leadership roles.
- We will continue to be committed to the Workforce Race Equality Network (WREN), Rainbow Alliance, Disability and Wellbeing Network (DaWN) and the Bank Forum sessions we hold regularly.
- Following on from the first BAME Forum held on 23 June, we will hold more **BAME Forum** meetings hosted by our executives and open to all staff.
- We will be supporting staff on to both the **Moving Forward Programme**; a development programme designed for BAME staff to support career development and the **Regional Inclusive Leadership Programme**; a tiered programme aimed at supporting BAME colleagues to progress.
- We are rolling out Wellbeing Assessments and BAME staff will be assessed as a priority.

We are also in the process of developing a longer term Equality, Diversity and Inclusion Strategy to help us become the inclusive organisation that we want to be. We are making this plan together with colleagues from all backgrounds; we will publish it, commit publically to its delivery and stand ready to be held to account for it.

Finally to everyone within team LYPFT thank you for everything that you are doing; for your continued dedication and commitment; for working together to keep our service users and each other safe.

Yours sincerely



Dr Sara Munro
Chief Executive.

What can I do now?

You will find links to all the videos and documents mentioned below on our website under the section called “Tackling racism and inequality” at: <https://bit.ly/WellbeingHubLYPFTStaff>

- Reach out and make the time to have a conversation with our BAME colleagues to understand their challenges and concerns
- Worried about having difficult conversations? On YouTube you will find a series of short videos that might help:
 - Uncomfortable Conversations With A Black Man with Emmanuel Acho
 - Episode 164 – Uncomfortable Conversations with Matthew Jordan Smith
- Check out the blogs that have been written by our WREN members such as Dympna Edwin, Dr Barbor James Aganen, Veronica Mukunga, Heidi Fleary, Balvinder Kaur, Hafsa Sattar, Huma Khan and others on our Leeds and York website
- Join our network groups such as the WREN, DaWN, Rainbow Alliance, and Bank Forum. These groups are open to all staff:
 - WREN contact wres-staffnetwork.lypft@nhs.net
 - DaWN contact diversity.lypft@nhs.net
 - Rainbow Alliance contact Rainbow.lypft@nhs.net
 - Bank Forum contact bankstaffingdepartment.lypft@nhs.net
- Contact our Library and Knowledge Centre at libraryandknowledgeservices.lypft@net.net or call 0113 85 55652/43, as they have a selection of books that you might like to read:
 - 'Why I am no longer talking to white people about race' by Reni Eddo-Lodge
 - 'Black and British: A Forgotten History' by David Olusuga
 - 'Natives. Race and Class in the Ruins of Empire' by Akala
 - 'White Privilege – The Myth of a Post-Racial Society' by Kalwant Bhopal.
 - 'White Fragility – Why it is so hard for White People to Talk About Racism' by Robin DiAngelo
- Check out a helpful guide you will find on our website for parents to discuss resources, activities, and tips for families to empower children to work towards racial equality entitled Parents Guide to Black Lives Matter
- Check out other videos on YouTube for more information such as:
 - Jane Elliott's Blue Eyes/Brown Eyes Anti-Racism Exercise
 - Understanding white privilege through a \$100 race
- Want to understand more about the impact of Covid-19 on societal groups; you will find links to these reports on our website or use Google to find:
 - Beyond the data: Understanding the impact of COVID-19 on BAME groups
 - Hidden Figures: The Impact of the Covid-19 Pandemic on LGBT Communities