

## Executive Summary

### Report to the Board of Directors

Being Held on 26<sup>th</sup> July 2022

<b>Subject</b>	Sheffield Race Equality Commission Report and Recommendations
<b>Supporting TEG Member</b>	Kirsten Major, Chief Executive
<b>Author</b>	Paula Ward, Organisational Development Director and Sally Edwards, Head of Equality Diversity & Inclusion
<b>Status<sup>1</sup></b>	D, A

### PURPOSE OF THE REPORT

The purpose of this report is to:

- inform the Board of Directors of the launch of the Sheffield Race Equality Commission report;
- provide a copy of the report for Board members' perusal through means of a link to the Sheffield City Council Website, where the report has been published, and
- seek confirmation from the Board of the Trusts commitment to the recommendations and actions contained in the report.

### KEY POINTS

The Sheffield Race Equality Commission was established in 2020 in direct response to the murder of George Floyd in the USA, the global Black Lives Matter movement and the disproportionate impact of the Covid pandemic on Black, Asian and minoritised ethnic communities. The Commission was chaired by Professor Kevin Hylton and 24 Commissioners, all from Sheffield, were appointed to reflect the diversity of the city and to bring to the Commission their personal and professional lived experiences.

Sheffield Teaching Hospitals NHS Foundation Trust (STHFT) responded to the Commissions 'Call for Evidence' by providing a written report containing a detailed analysis of the Trust's performance in relation to workforce diversity and patient access and experience back in late 2020. In early 2021 STH was invited and our Chief Executive attended an oral hearing where the Trust was asked detailed questions on our submission. In total, the Commission received over 150 pieces of evidence and in excess of 400,000 words of transcripts from open public and closed hearings, focus groups and interviews.

The culmination of the work of the Commission was the production of its report, which was launched on Thursday 14<sup>th</sup> July 2022 at an event held at the Millennium Gallery in the city centre. The launch was attended by the Chair of the Commission, a selection of the Commissioners and also representatives of Sheffield's 'anchor' organisations (such as STHFT, Sheffield University and Sheffield City Council) as well as representatives of the wider Sheffield community. Kirsten Major attended on behalf of STHFT and also represented the NHS during a panel session at the launch event.

The report produced by the Commission communicates its conclusion that racism and racial disparities remain significant in the lives of Sheffield's citizens and has identified seven key recommendations under the overarching theme of 'Sheffield: An Antiracist City (governance, leadership and workforce)'. A full copy of the report is attached at Appendix 1. The Commission has called for all organisations across the city to come together and work in partnership to tackle racism and racial disparities across education, business and employment, health, civic life and communities, crime and justice and sport and culture.

As a key organisation in Sheffield, we recognise the importance of our commitment to the Sheffield Race Equality Commission report and in playing our full part in creating a city which actively fights racism and become anti-racist. STHFT has already conducted a full analysis of our planned priorities compared to the recommendations in the report and this will be presented to and reviewed at our July Equality, Diversity and Inclusion Board meeting. The report and our organisational response to it will also be a focus at our next Chief Executive All Staff Briefing.

The report launch event is available to watch online here: <https://www.youtube.com/watch?v=glJoTj3NjZw>  
 You can see the report, and access videos of the oral hearings and other information, on the Sheffield City Council website here: <https://www.sheffield.gov.uk/your-city-council/race-equality-commission>

**IMPLICATIONS<sup>2</sup>**

<b>Aim of the STHFT Corporate Strategy</b>		<b>✓ Tick as appropriate</b>
1	Deliver the Best Clinical Outcomes	✓
2	Provide Patient Centred Services	✓
3	Employ Caring and Cared for Staff	✓
4	Spend Public Money Wisely	✓
5	Deliver Excellent Research, Education & Innovation	✓
6	Create a Sustainable Organisation	✓

**RECOMMENDATIONS**

It is recommended that the Board of Directors:

- read the Sheffield Race Equality Commission’s report ([Via link](#));
- consider the recommendations it makes, and
- approve STHFT’s participation is making Sheffield an anti-racist city and taking the required action under each of the seven key recommendations

**APPROVAL PROCESS**

<b>Meeting</b>	<b>Date</b>	<b>Approved Y/N</b>
Board of Directors	26/07/22	

<sup>1</sup> Status: A = Approval  
 A\* = Approval & Requiring Board Approval  
 D = Debate  
 N = Note

<sup>2</sup> Against the six aims of the STHFT Corporate Strategy ‘Making a Difference – The next Chapter 2022-27’