

NHS BME Network Conference 2014

# **BME Equity and the NHS - Time for Action**



**Friday 6 June 2014**  
09.00 to 17.00 hours  
with an evening dinner event

**London Hilton  
Park Lane  
London  
W1K 1BE**

## Introduction

The NHS in accordance with the public sector Equality Duty of the Equality Act 2010 is required to have due regard to (i) the elimination of discrimination, (ii) the promotion of equality of opportunity and (iii) the fostering of good relations between people from different ethnic groups. However, despite its legal obligation all the available evidence shows that Black and Minority Ethnic (BME) equity in the NHS is far from a reality.

In recognition of this fact the then NHS Chief Executive Sir Nigel Crisp announced in 2004 that the NHS and the Department of Health (DH) would give greater prominence to race equality and as such strive to reduce health inequalities; make race an important dimension of health strategy and target recruitment and development opportunities at BME people in recognition that their skills are often underused. However, ten years after this declaration the now Lord Nigel Crisp informed the Nursing Standard that the issues of race equality in the NHS seemed to be worse than before and as a result the NHS “is not getting the best out of BME staff”.

Similarly an independent inquiry into mental health following the death of David Bennett, who had experienced overt and covert racism of various forms throughout his contact with mental health services, resulted in the publication of the Delivering Race Equality (DRE) in Mental Health Care by the DH in 2005 with recommendations about the delivery of mental healthcare to BME communities in particular.

However, despite this initiative the inequality of black people in the mental health system continues to be an unresolved tragedy. For example black people are consistently over-represented in the most serious end of the mental health system and consistently under-represented in the mild and moderate treatment areas. This reality is compounded by the fact that numerous black male mental health service users have died in police custody and no one has been held accountable.

In 2008 as the author of the *South East Coast (SEC) BME Network Race Equality Review*, the first report of its kind, I highlighted the widespread disadvantages faced by BME staff in recruitment, bullying, grievance and disciplinary rates by analysing data obtained from the then twenty-seven NHS organisations in the region. All the subsequent race review reports since that time have shown that very little, if anything, has changed for BME staff employed by the NHS

Achieving BME Equity in the NHS will require changing the way health services are commissioned, delivered and managed. It will also require the NHS leadership to acknowledge that active intervention is required to address both the institutional and individual racism that exists. In addition BME people as the beneficiaries of the race equality duty need to “stand up” and be counted to ensure that our needs and aspirations become the organising principles for future health and social care policies.

The aim of this conference is to bring together NHS leaders, experts, regulators, advocates and BME people (service users and staff) to identify in partnership the actions that are required for BME Equity in the NHS to become a reality. The actions identified will become part of the NHS BME Network’s action plan going forward to enable it to fulfil its vision to be an independent and effective voice for BME people to ensure that the NHS delivers on its statutory obligations concerning race equality.

If you want to contribute to making BME Equity a reality in the NHS irrespective of your race or creed and irrespective of your status and position then I would like to encourage you to attend and support our conference.



Dr Vivienne Lyfar-Cissé  
Chair  
NHS BME Network

## Who Should Attend?

- BME staff
- BME patients
- BME Service Users
- BME Community Representatives
- Chief Executive Officers
- General Practitioners
- Independent Race Consultants
- Local Authorities
- NHS Managers
- Non-Executive Directors
- Regulators
- Spiritual Leaders
- Trade Unions
- Third Sector Organisations

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## Conference Programme - Morning Session

08.15 - 09.00

**Registration and Refreshments**

09.00 - 09.10

**Welcome**

**Dr Robert Beckford**

Academic and Broadcaster  
Canterbury Christ Church University

09.10 - 09.30

**BME Equity and the NHS - The Reality**

**Dr Vivienne Lyfar-Cissé**

Chair  
NHS BME Network

09.30 - 10.00

**The Toxic Mix of Race Discrimination and Patient Safety**

**Roger Kline**

Research Fellow  
Middlesex University Business School

10.00 - 10.30

**Quality of Care - Putting Patients First**

**Professor Sir Mike Richards**

Chief Inspector of Hospitals  
Care Quality Commission

10.30 - 11.00

**Ethnic Inequalities in Health - A View from NHS England**

**Ruth Passman**

Deputy Director Equality and Health Inequalities  
NHS England

**Natasha Peniston**

Lived Experience Champion

**Bernard Spencer**

Lived Experience Champion

11.00 - 11.30

**Refreshments**

11.30 - 13.00

**Workshop 1 Addressing Ethnic Inequalities in Health**

**Chair - Professor James Nazroo**

Professor of Sociology  
University of Manchester

**Workshop 2 Improving BME Patient Experience in Mental Health**

**Chair - Becky Aldridge**

CEO  
Dorset Mental Health Forum

**Workshop 3 Improving BME Staff Experience in the NHS**

**Chair - Rudi Page**

Vice Chair  
NHS BME Network

**Workshop 4 Hear Me Now - Prostate Cancer in Black Caribbean and Black African Men**

**Chair - Rose Thompson**

Director  
BME Cancer Communities

13.00 - 14.00

**LUNCH**

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## Conference Programme - Afternoon Session

14.00 - 14.20

### Values Based Commissioning

**Emeritus Professor Chris Heginbotham OBE**  
Professor of Mental Health Policy and Management  
University of Central Lancashire

14.20 - 14.40

### Ethnic Inequalities in Health - Why we need to look Beyond the NHS

**Professor James Nazroo**  
Professor of Sociology  
University of Manchester

14.40 - 15.00

### Why the NHS needs to be Cured

**Julie Bailey**  
Cure the NHS

15.00 - 15.15

### Refreshments

15.15 - 16.40

### Debate - How can BME Equity in the NHS be Achieved?

#### Chair

**Victoria Macdonald**  
Health and Social Care Correspondent  
Channel 4 News

#### Participants

**Marguerita Alexander**  
BME Service User  
King's College Hospital NHS Foundation Trust

**Sue Jackson**  
BME Service User  
North East London NHS Foundation Trust

**Dr Greg Kalu**  
Consultant Obstetrician and Gynaecologist  
Secretary  
NHS BME Network

**Roger Kline**  
Research Fellow  
Middlesex University Business School

**Professor James Nazroo**  
Professor of Sociology  
University of Manchester

**Sinikiwe Ndoro**  
BME Service User  
Brighton and Sussex University Hospitals NHS Trust

**Ruth Passman**  
Deputy Director Equality and Health Inequalities  
NHS England

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## Conference Programme - Afternoon Session (Contd.)

- |               |  |
|---------------|--|
| 16.40 - 16.55 | <b>Conference Summary</b><br><b>Victoria Macdonald</b><br>Health and Social Care Correspondent<br>Channel 4 News |
| 16.55 - 17.00 | <b>Closing Remarks</b><br><b>Dr Vivienne Lyfar-Cissé</b><br>Chair<br>NHS BME Network                             |

## Conference Programme - Evening Session

- |               |                          |
|---------------|--------------------------|
| 19.30 - 20.00 | <b>Pre-dinner Drinks</b> |
| 20.00 - 03.00 | <b>Conference Dinner</b> |
| 03.00 - 03.00 | <b>Close</b>             |

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## Booking Form

Title: (Dr/Mr/Mrs/Miss/Ms): \_\_\_\_\_

First Name: \_\_\_\_\_

Surname: \_\_\_\_\_

Job Title: \_\_\_\_\_

Organisation: \_\_\_\_\_

Contact Address: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Postcode: \_\_\_\_\_

Telephone: \_\_\_\_\_

Email: \_\_\_\_\_

### Ethnic Origin:

- Asian Other   
  Asian UK   
  Bangladeshi   
  Black African  
 Black Caribbean   
  Black Other   
  Black UK   
  Chinese  
 Indian   
  Irish   
  Pakistani   
  White Other  
 White UK

Other: \_\_\_\_\_

Please tick one **box below** to select the workshop that **you would like to attend**.

Workshop 1     Workshop 2     Workshop 3     Workshop 4

### Method of Payment:

(i) Cheque enclosed (made payable to NHS BME Network, quoting delegate's name and organisation on the reverse).

(ii) Please invoice, quoting purchase order number.

Payment must be received no later than 30 days from the date of invoice.

We are unable to accept telephone or provisional bookings.

Address for invoice (if different from above) \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Purchase Order Number: \_\_\_\_\_

(If applicable)

Special Requirements (diet/access/loop system etc). \_\_\_\_\_

\_\_\_\_\_

## BME Equity and the NHS - Time for Action

Cost	Cost	Tick
Members	£180	<input type="checkbox"/>
Third Sector Members	£130	<input type="checkbox"/>
Non Members	£230	<input type="checkbox"/>
Conference dinner	£65	<input type="checkbox"/>

### Joining Instructions

You will receive a programme before the event as confirmation of your place at the conference. The programme will also include directions to the venue.

### Conference Capacity

Places at this event are limited so please book well in advance. If we receive your application form and the conference is full, we will notify you and put your name on a waiting list.

### Cancellations

If you are unable to attend the event, please notify us in writing as soon as possible. Where a written cancellation is received by 30th April 2014, a full refund is offered. After this time, the full conference fee will apply. Substitutions can be made at any stage.

### Changes to Programme

The NHS BME Network reserves the right to alter timings, sessions, speakers, and venue where necessary. In the event of this conference being amended or cancelled due to terrorism or the threat of terrorism, the NHS BME Network cannot refund any payments made.

### Please return this form to:

BME Network,  
PO BOX 5205,  
HOVE, BN52 9JW

As soon as possible but no later than 16th May 2014

Telephone: 01273 523430