

**Item: 8.6**

<b>Report to:</b>	Hull PCCC
<b>Date of Meeting:</b>	25 <sup>th</sup> June 2021
<b>Title of Report:</b>	Racism & discrimination – the experience of primary care professionals in the Humberside region
<b>Presented by:</b>	Dr Zoe Norris, Humberside LMC
<b>Author:</b>	Humberside LMC

**STATUS OF THE REPORT:**

To approve	<input type="checkbox"/>	To endorse	<input type="checkbox"/>
To ratify	<input type="checkbox"/>	To discuss	<input checked="" type="checkbox"/>
To consider	<input checked="" type="checkbox"/>	For information	<input type="checkbox"/>
To note	<input type="checkbox"/>		

**PURPOSE OF REPORT:**  
The purpose of the report is for the Primary Care Commissioning Committee:

1. To explore the experience and impact of racism and discrimination amongst primary care colleagues working in the Humberside region;
2. To benchmark the current situations;
3. To provide information to inform future actions to promote an anti-racist primary care system for patients and colleagues alike.

**RECOMMENDATIONS:**  
It is recommended that the Primary Care Commissioning Committee:

1. Discuss the report;
2. Consider the section “*Suggested actions for our provider, commissioner and community stakeholders*” and discuss any actions required as a result

**REPORT EXEMPT FROM PUBLIC DISCLOSURE**      No       Yes

If yes, detail grounds for exemption

**CCG STRATEGIC OBJECTIVE** (See guidance notes on page 4)

6 Develop an agreed out of hospital strategy for Hull, supporting local Primary Care Networks to determine models for transition to integrated provision.

*Short summary as to how the report links to the CCG's strategic objectives*

Promoting workforce recruitment and retention by addressing racism and discrimination, in turn supporting the wider primary care team working in the cities PCNs

**IMPLICATIONS:** (summary of key implications, including risks, associated with the paper),

Finance	None at this stage
HR	None at this stage
Quality	None at this stage
Safety	None at this stage

**ENGAGEMENT:** (Explain what engagement has taken place e.g. Partners, patients and the public prior to presenting the paper and the outcome of this)

The report presents the findings from a Humberside LMC racism survey undertaken across primary care colleagues in the region in December 2020.

**LEGAL ISSUES:** (Summarise key legal issues / legislation relevant to the report)

Equality Act 2010

**EQUALITY AND DIVERSITY ISSUES:** (summary of impact, if any, of CCG's duty to promote equality and diversity based on Equality Impact Analysis (EIA). **All** reports relating to new services, changes to existing services or CCG strategies / policies **must** have a valid EIA and will not be received by the Committee if this is not appended to the report)

	<b>Tick relevant box</b>
An Equality Impact Analysis/Assessment is not required for this report.	x
An Equality Impact Analysis/Assessment has been completed and approved by the lead Director for Equality and Diversity. As a result of performing the analysis/assessment there are no actions arising from the analysis/assessment.	
An Equality Impact Analysis/Assessment has been completed and there are actions arising from the analysis/assessment and these are included in section xx in the enclosed report.	

**THE NHS CONSTITUTION:** *(How the report supports the NHS Constitution)*

- 1) The NHS aspires to the highest standards of excellence and professionalism

# **RACISM & DISCRIMINATION – THE EXPERIENCE OF PRIMARY CARE PROFESSIONALS IN THE HUMBERSIDE REGION**

## **1. INTRODUCTION**

The purpose of the report is for the Primary Care Commissioning Committee:

1. To explore the experience and impact of racism and discrimination amongst primary care colleagues working in the Humberside region;
2. To benchmark the current situations;
3. To provide information to inform future actions to promote an anti-racist primary care system for patients and colleagues alike.

## **2. RECOMMENDATIONS**

It is recommended that the Primary Care Commissioning Committee:

1. Discuss the report;
2. Consider the section “*Suggested actions for our provider, commissioner and community stakeholders*” and discuss any actions required as a result.