**RACE EQUALITY IN THE LAS – PATRICIA GREALISH**

**MEMBERS QUESTIONS FOR PATRICIA GREALISH, Director of People and Organisational Development - SEPTEMBER 11th 2017**

**Dear Patricia, these are some of the issues raised by members for the Sept 11th Meeting.**

1) Successfully attracting BME heritage staff for enduring periods of time.

2) Asking all staff to report racist behaviour and language.

3) Does the LAS have the right culture to successfully attract minority ethnic staff and keep them?

4) Have all middle managers been trained in equality and diversity and do they understand their legal duties and responsibilities in that respect?

5) Why doesn't the Equality and Diversity Committee meet anymore? We agreed with Board members that their should be 6 meetings a year - 3 about patients and 3 about staff. Now there is nothing.

6) Have middle management staff been required to develop a whole system approach and  trained to deliver modern staff management?

7) Is there any evidence of the influence of Masonic Lodges on the LAS?

8) Why is there so much variation in management style and culture in different areas of the LAS?

9) What evidence is there of a substantial reduction in serious bullying and racism?

10) What data does the LAS maintain on protected characteristics?

12) Are Stonewall criteria used to measure progress with all protected characteristics or only LGBT?

13) Does the LAS agree that  the whole organisation needs to be focused on
equality and diversity for all patients and all staff?

14) A whole system of protection and positive development needs to be put in place for people with protected characteristics.

15) Staff turnover is far too high - the average length of time someone stays is 5 years. Why is that?

16) Bullying is still not dealt with properly - the context needs to be considered and not just mediation as an option, which seems to be the only thing available?

17) Why do so many front line staff want to leave as soon as they can gain the necessary training?

18) Encouraging more ethnic minority staff to join and stay needs major changes of structure and practice for the whole organisation. What are you doing to build that into the organisation?