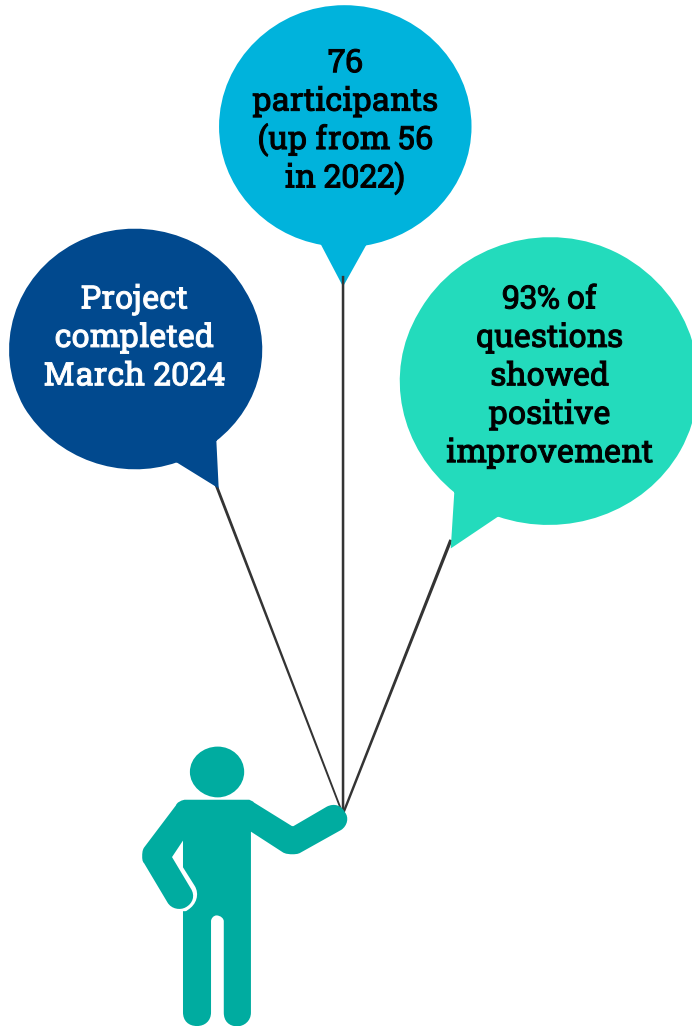




# BME Staff Survey 2024

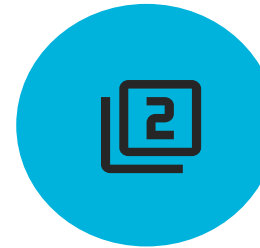
Findings, Themes and  
Recommendations.

# Survey context



## What we did:

Commissioned McKenzie LLP, a specialist Equality, Diversity and Inclusion consultancy, to undertake an external research project with all black and minority ethnic (BME) staff employed within the Trust.



## How we did it:

Employees were invited to take part in both of the following two options:

1. Complete an anonymous online / digital survey
2. A confidential one to one interview



## Who took part:

In total, 76 employees answered the survey via one or more of the consultation options. An increase of 18 respondents from the 2022 BME survey.

# Survey overarching themes



## Impact

Initiatives launched during the last 12 months have made a positive and tangible difference (recruitment of CIAs, Operational workshops, "Let's Talk About..." project).



## Progression and Development

Notable reflections from respondents about the absence of opportunities and limited access to development and progression.  
Perceived inequitable practices especially for internal secondments (Expression of Interest).  
Restrictive barriers seen to be excluding BME staff to development opportunities (bandings)  
Further education and development required to support inclusive attitudes



## Managers and Senior Leadership

Lack of confidence in middle/line managers persists, primary concerns are around negative behaviours, micro aggressions and failure to address discriminatory practices, which is creating an exclusionary culture.  
Positive improvement of senior leader's commitment to promoting EDI however there remains a marked perception of disconnect from staff.

# Survey headlines

**78%** Believed that initiatives launched in the last 12 months have made a positive difference

**1/2** do not feel that EEAST is a modern and inclusive environment.

**73%** Feel that EEAST's senior management team demonstrates commitment to promoting Equality of Opportunity, a **16% improvement from 2022**

Approximately

**1/4** Still feel that differences in race, ethnicity and colour are not respected and embraced in EEAST teams

**48%** Do not believe suitable career development, advancement and training opportunities are **equally available** to all staff in EEAST

**68%** are confident that reporting **inappropriate behaviour or language used** within EEAST would be dealt with accordingly (up from 47% in 2022)

# Comparison 2024 vs 2022

Questions with highest % increases	Org 2024	Org 2022	Variance
Individual differences in respect of Race, Ethnicity and Colour have been respected/embraced in teams	77%	40%	+37%
Inappropriate nicknames, banter or mimicking have not been used within EEAST	68%	39%	+29%
Different pain pathways are offered equally to all patients – irrespective of their culture or background	95%	71%	+24%
I have felt confident reporting inappropriate behaviour/language and it would be dealt with accordingly	68%	47%	+21%
When complaints or concerns are raised within EEAST, they are taken seriously	73%	52%	+21%

Questions with lower % increases	Org 2024	Org 2022	Variance
During the last 12 months, I believe my manager's behaviour has made me feel included and valued as part of the team	70%	71%	-1%
During the last 12 months, my personal experience is that EEAST is a modern and inclusive environment where everyone is given the same chance and opportunities	51%	46%	+5%
During the last 12 months, I have felt that my ideas, opinions and experiences are listened to and respected by my manager and colleagues.	72%	64%	+8%
The Equality and Diversity Training delivered in EEAST provides all staff with the knowledge, skills and confidence to effectively embrace inclusivity and difference within the Trust	74%	64%	+8%
During the last 12 months, I believe that suitable career development advancement and training opportunities were equally available to all staff at EEAST – irrespective of personal background or circumstances	52%	41%	+11%



# A Snapshot of Comments

A snapshot of some comments from the survey :

The Trust are trying to make a difference, but It is not really working as **managers** and long-standing members of staff are effectively “blocking” E EAST becoming an Inclusive place of work., their attitude has not changed – therefore the culture has not changed.

“Little differences have big impacts, we don’t need long-winded policies that aren’t read or taken notice of, **we need managers who realise that they have a duty to review and act.**”

“Complete management restructure at ground level. Too many people (LOMs & sector leads) with no management qualifications. **Get the role if you’re in the clique.**”

“Start listening to frontline staff. **The disconnect between management and road staff is now a gaping chasm** and worse than I’ve ever seen here previously.”

“Develop and promote employee minority ethnic to management level”

“More training needed on unconscious bias and microaggressions.”

# Action Plan

## 2023 - 2024





# Action Plan 2024 - 2026

Additional actions have been added to reflect the most recent BME survey report

