

# BME Network

## Terms of Reference



### > Introduction

Our work on equality, diversity and inclusion is an important element which helps us to demonstrate the ways in which our Board values make a positive impact on our staff, patients and service users. Equality is at the heart of our values:

**V**aluing dignity and respect.  
**A** 'can do' attitude.  
**L**eading commitment to quality.  
**U**nderstanding our responsibilities; and  
**E**ffectively working together.

### > Aim

> To work in partnership with staff and management in NHS Golden Jubilee towards eliminating discrimination, improving equality of opportunity, foster a diverse inclusive working and learning environment that encourages a culture of respect and equality for everyone regardless of their nationality, skin colour and our voice to be heard.

### > BME Network remit

1. To provide BME staff and allies with a safe, confidential and supportive space for professionals and social networking;
2. To address BME staff under representation in senior management positions;
3. To provide both formal and informal peer support;
4. To offer a variety of training and development opportunities for Staff Network members and colleagues within NHS Golden Jubilee;
5. To act as a panel of subject matter experts on NHS Golden Jubilee policy documents and learning materials relevant to issues of race, including matters of relevance to staff, students or patients;
6. Engage regularly with the Diversity & Inclusion Group to support the delivery of the Board Diversity and Inclusion Strategy and associated action plan.

7. To communicate information and updates to colleagues interested in Race equality;
8. To develop and maintain relationships with other staff and student network groups in areas of mutual interest;
9. To raise awareness of BME issues and increase the visibility of BME staff and allies within NHS Golden Jubilee;
10. To raise the profile of NHS Golden Jubilee as an inclusive employer by participating in external events such as Black history month show racism Red card annually (October) ;
11. Organise Mentorship support for the BME staff and open to any other staff that shows interest;
12. The network to engaged with BME community's activities that will improve positive relation of our service users;
13. To work alongside and collaborate with other NHS Golden Jubilee Staff Networks such as LGBT+ and Disabled Employee Network
14. Management to support protected time for the planned network meetings.

## > Governance arrangements

1. The BME network will report to the Diversity & Inclusion Group to support the delivery of the equalities element of the Board Person-Centred Committee activity.
2. The BME network will report to the Diversity & Inclusion Group on an eight-weekly basis to coincide with scheduled Diversity & Inclusion Group meetings.
3. The BME network will be supported to undertake activities directly associated with the network theme.
4. Papers for the attention of the Diversity & Inclusion Group to be circulated to all group members no later than 2 weeks before the scheduled meeting date.

## > Membership

- > Membership of the Network is primarily aimed at NHS Golden Jubilee employees who identify as BME however, those who have positive interest in Black and Minority Ethnic group matters are also welcome to join the membership and attend associated events.

## > Communication

Members can choose to be kept informed via the mailing list maintained by the BME steering group.

- > Email address: [BMESTaff@gjnh.scot.nhs.uk](mailto:BMESTaff@gjnh.scot.nhs.uk) **(TBC)**
- > Members can follow the Network via our Twitter account: #BMESTaff-gjnh **(TBC)**

## > Budget

At present, there is no formal budget for this network. Certain activities may be funded via the Diversity & Inclusion group budget (subject to approval).