



BME Survey Results

Sept-Oct 22

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 Staff employed within the Trust.

Who took part

In total, 58 out of the 120 selected employees answered the survey via one or more of the consultation options. 26 employees also took part in a one-to-one confidential telephone interview.

How we did it

Employees were invited to take part in any of the following three options:

1. Complete an anonymous online / digital survey
2. Join a confidential focus / discussion group
3. Have a confidential one-to-one interview

54%

Felt their manager's behaviour made them feel **included and valued**.

60%

Did not feel that individual differences in respect of **race, ethnicity and colour** are **respected and embraced** in EEAST teams.

25%

Felt EEAST is a **modern and inclusive environment**.

60%

Did not believe suitable **career development, advancement and training opportunities** are equally available to all staff in EEAST.

33%

Felt confident reporting that inappropriate behaviour or language used within EEAST would be **dealt with accordingly**.

22%

Felt that complaints or concerns raised within EEAST were **taken seriously and not dismissed, trivialised or explained away**.

31%

Felt that EEAST's senior management team demonstrates **commitment to promoting Equality of Opportunity and embracing the diversity of its employees**.

Key theme/area of improvement	Action Plan				
Building confidence and trust in management, process and policy	Inclusive leadership training	Review policies to improve equality	Close long-standing ER cases		
Educating and training our workforce	New bullying and harassment training	Introduce more BME employee stories	Culture communications campaign	Increase resource support for BME network	Develop EDI resource hub
Reinforcing professional standards and conduct with all colleagues	Cultural ambassador expansion	Promotion of freedom to speak up	Introduce new professional standards	Further embed values and behaviours	
Improving opportunities to progress and develop	Review use of secondments	Roll out reverse mentoring scheme	Improve access to career progression	Engage with Higher Education Institutions, Health Education England and Integrated Care Systems	Improve community event presence

Actions to take

Actions underway