

3 July 2020



NHS (North East and Yorkshire)

**By email:**

Y&H Trust Chairs

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Dear Chair

### **Action on improving BAME inclusion at board level**

Following on from the conversation we had together on 30 June, I know that you share my ambition to improve BAME equality and inclusion in a concerted, effective and sustainable way across our region. I know that there is already much existing good practice within our local systems and organisations on which we can build.

A key area for improvement is equality and diversity at board level. Whilst there has been a little improvement recently, and there will have been progress since the most recent published data from 2019, this shows that:

In Yorkshire and Humber, of 20 Trusts analysed, 8 reported having at least one non-executive BAME board member and 8 having at least one BME executive board member

As part of our collective effort to improve, as a minimum it would be helpful if we all set an example by having a specific objective around diverse board composition, both executive and non-executive. For those with good representation already it might be about how can we go further, so that boards reflect the diversity of the populations that they serve and champion BAME talent.

In addition to our Regional work developing talent management approaches focussed on the Executive talent pipeline, there may well be a case for specific work to develop diverse talent pools for non-exec roles. This could be taken forward in each ICS supported by NHSE/I with a focus on BAME non execs, and we could also collectively offer more support for BAME non-exec. As with broader board development this could take a variety of forms including a regional or ICS network,

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learning sets, etc. I would be grateful for views on these ideas either now or when we next meet as a group.

We will be helping to monitor our progress through WRES and our Regional People Board.

I am grateful for your support as we make progress, working with our BAME colleagues.

Yours sincerely



**Richard Barker**  
**Regional Director**  
**(North East and Yorkshire)**

Cc: Y&H Trust Chief Executives

