

MEETING	PUBLIC BOARD MEETING 24 February 2021
Agenda Item Paper Number	8 CM/02/21/08
Agenda Title	Action for Race Equality Group (AREG)
Executive Sponsor	Kirsty Shaw – Chief Operating Officer
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PURPOSE OF PAPER:

Actions required by the Board:

- **Endorse** the publication of the WRES action plan, which includes three aim statements proposed as priority by the Action for Race Equality Group (AREG).

IMPACT:

Information for Board to be aware of:

- Impact on Black and Minority Ethnic colleagues working in CQC.

1. Summary

Following the death of George Floyd and a number of listening events held to support our colleagues from a Black and Minority Ethnic background, the Action for Race Equality Group (AREG) was developed, with the support of ET, to provide a cross-cutting collaborative response to the promotion of race equality in CQC; drive improvement and expediate action in this area. The members of AREG come from a diverse cultural background from across many grades and roles. The group is made up of representatives from across CQC, including specialist expertise, membership and active involvement of colleagues from Organisational Development, who have been leading the delivery of the Diversity & Inclusion strategy. Going forward AREG visualises this as a collective, collaborative endeavour and we are committed to developing an effective way of working, with agreed roles and responsibilities, to avoid unnecessary duplication.

The AREG has developed a Terms of Reference and currently meets bi-weekly. It is chaired by Sue Howard, who is also Diversity and Inclusion Sponsor in CQC's People Plan.

2. Recommendation

The Action for Race Equality Group commissioned the quality improvement team to undertake an independent review of progress against current strategies and colleague perception. This comprehensive piece of work involved review of available data, existing policies and extensive engagement across CQC including the Race Equality Network and resulted in three priority aim statements, which AREG proposed are adopted as key priorities for 2021/22.

- By March 2025 we will have increased Black and Minority Ethnic representation at all levels of the organisation to at least match the economically active population levels and increase the proportion of Black and Minority Ethnic colleagues progressing from application to shortlisting to offer, for all internal and external recruitment.
- By March 2022, Black and Minority Ethnic colleagues will experience equal opportunities for career progression, promotion and development in CQC; as measured by internal recruitment outcomes, access to funded learning opportunities and survey data.
- We will have zero-tolerance of discrimination, including increasing awareness and understanding of microaggressions; and there will be a year-on-year reduction in the proportion of Black and Minority Ethnic colleagues reporting that they have personally experienced discrimination of any form.

The three aim statements have been incorporated into the proposed WRES action plan and ET have approved its adoption and publication. We would like the Board to endorse this action and the next steps.

3. Discussion and implications

AREG would like to take the opportunity to provide this and regular updates to the Board and to engage the Board in its activities where possible.

Endorsement of the WRES action plan including the three aim statements would send a strong message of support from the Board to the Black and Minority Ethnic colleagues working in CQC.

4. Conclusion and Next Steps

- Further development and implementation of the AREG Engagement Plan.
- A dedicated project manager has now been recruited to support this work; monitor progress, liaise with key stakeholders across the organisation and report to the AREG
- The WRES action plan will be a live plan, which will be added to, amended and expediated as required. This WRES action plan does not preclude AREG/CQC/OD from suggesting immediate and/or additional action when required
- Develop an agreed way of working, across all interested parties, (REN/OD/AREG) with approved, understood roles and responsibilities.