

**ACTION LIST - BOARD OF DIRECTORS MEETING IN PUBLIC
WEDNESDAY 1st May 2024**

Action No	Details	Agenda Item No	First Raised	Action by	Progress Update & Status	Lead
PB600	Patient Story Look into the issues raised in relation to Mental Health Services.	BD/24/05/08	May 2024	July 2024	Verbal Update to be given at the meeting. Open.	Chair/Chief Executive
PB601	Patient Story Further investigate the issues regarding community health services.	BD/24/05/08	May 2024	July 2024	Communications between paediatrics providers has been flagged as a theme for future focus at recent B&NES Health and Wellbeing Board development. Paediatric pathways have been reported to have improved significantly in the neighbouring Somerset system through their integration of community, mental and physical health provision. Whilst CAMHS is not included in the current scope of community services retendered in BSW, we will continue to seek opportunities from the community services contract as it develops going forwards. To Close.	Chief Strategic Officer
PB602	Integrated Performance Report Evaluate the results relating to the anti-racism statement	BD/24/05/10	May 2024	July 2024	Full response detailed at appendix 1. To close	Chief People Officer

Appendix 1: Update to PB602

We will not be evaluating the impact of the anti-racist statement as a stand-alone but will continue to measure the impact and effectiveness of our total EDI projects and workflows (People Plan Programme 4, reporting to the People Committee via the People Programme Board).

We will do this because all of our interventions focussing on race have only one real goal, and that is to provide safe and inclusive working environments/experiences for colleagues from the Global Majority, in which they can progress and thrive at work.

The metrics related to the ARS will be the same as all the other EDI metrics, so:

- **Improved experiential picture** described through the WRES/Staff Survey.
- **Increase in promotion** / progression of Global Majority colleagues to Band 7 and above posts.
- **Increased reporting** of racist behaviour / conduct – reports submitted by Global Majority colleagues, allies, managers etc.
- **Reducing frequency** of instances of discrimination, harassment, bullying etc towards colleagues from the Global Majority
- **Increase** in colleagues from the Global Majority accessing skills/career development programmes and training etc.

Frequency of review will follow the rhythm of existing EDI reporting (i.e. every two months via People Committee, and monthly through the IPR), but we will be conducting a qualitative review of the ARS and its impact 18 months after launch (therefore Autumn 2025).