



## **STAKEHOLDER BRIEFING: RACISM AND DISCRIMINATION SURVEY**

A report will be published on 14 December following a racism and discrimination survey for staff working in primary care.

The survey, which is the first of its kind in Nottingham and Nottinghamshire (excluding Bassetlaw), was carried out by the Nottingham and Nottinghamshire Primary Care Racial Equity and Diversity Working Group. The group is sponsored by the ICS to give people a voice and help raise the profile of issues so we can be a proactive anti-racist ICS.

The group has now published a report which calls for an accountable and targeted system approach to tackle racism, provide support and empower the primary care workforce through addressing inequalities and create a safe and inclusive environment for all.

ICS leaders have accepted the findings of the report and are pledging to play their part to tackle racism and discrimination.

361 people responded to the survey, which captured the experiences of administrators, clinical staff, and managers working in primary care in Nottingham and Nottinghamshire in March 2022.

The responses highlighted people's experiences of discrimination in areas including education and training, professional development, working patterns, and complaints.

For example, 22% of Black, Asian and Minority ethnic respondents reported that their education or professional development was affected by racism or discrimination and 24% of Black, Asian and Minority ethnic respondents reported they received complaints from colleagues due to racism or discrimination.

The survey and report are part of a Nottingham and Nottinghamshire strategy, supported by the Primary Care Workforce Group and the Nottingham and Nottinghamshire People and Culture Board, to understand and address racial inequalities and barriers and provide support for all those staffs from ethnic minority backgrounds working in primary care.

Read the full report [Nottingham and Nottinghamshire Primary Care Racial Equity and Diversity Working Group Racism and Discrimination Survey Report 2022 \(healthandcarenotts.co.uk\)](https://healthandcarenotts.co.uk)

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