Chief Nursing Officer (CNO) Black Minority Ethnic (BME) Strategic Advisory Group (SAG) structure and function

Vision:

1. To advise the CNO for England to enable demonstration of the importance of inclusive policies and strategies that effectively utilise the skills and talents of BME staff and service users.

2. To develop a visible and expert BME senior team that influences health and social policy development for the benefit of all service users.

Aims:

1. To provide a specific focus on race equality from a BME perspective for the CNO at a strategic level to meet her/his priorities.

2. To be proactive in influencing, supporting and advising on the implementation and delivery of policies and practice that impact on BME communities and staff.

3. In addition review and report on the outcomes of these. The CNO BME SAG will provide a unique BME perspective on wider policy and strategic priorities which are in the interests of all patients and users.

4. To be the main point of contact for stakeholders, regional networks in relation to workforce development, diversity and inclusion.

Objectives:

1. To work in an open, transparent, accountable and inclusive way at all times;

2. To influence and work towards the best outcomes for BME communities and staff ensuring representation in all discussions, with a focus on race equality and recommendations to reduce adverse variation.

3. To raise relevant issues across nursing, midwifery and Allied Health Professional (AHP) landscape within health and social care, education and the independent sectors.

4. To be actively engaged in providing feedback to draft proposals, new initiatives, research or reports in a timely way.

5. To provide expert advice on the range of nursing, midwifery and AHP professional issues.

6. To enable and support the development of future BME leaders;

7. To liaise with Health Education England (HEE) and the Leadership Academy to exchange emerging issues that could benefit BME staff groups.
8. To monitor and review the work plan of the strategic advisory group and make recommendations as appropriate.

9. To develop a bi-annual newsletter to highlight key areas of work and or achievement by the CNO BME SAG, CNO and other relevant information to be agreed including an annual conference.

Structure:

3 elements to the membership structure of this group.

1. An Executive group with a maximum of 8 members, representing strategic leadership;

2. A Core group with a maximum of 18 members, with representatives from the diverse health, social care, education and independent sectors.

3. Associate members who may be co-opted for specific / speciality areas of work.

4. Guests will not be part of the membership, and will be able to attend subject to the agreement of the request to attend a meeting by the executive committee.

5. Consideration of a wider network that will include other interested BME staff who receive electronic information from the SAG and would be invited to attend annual conference.

Membership

1. To meet this objective, there will be role profiles which describe role and responsibilities. Membership will be from the NHS and will also include representation from non NHS sectors.

2. The core Group includes the professional bodies of nursing and midwifery organisations.
<table>
<thead>
<tr>
<th>Category of Membership</th>
<th>Maximum number</th>
<th>Criteria</th>
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</thead>
<tbody>
<tr>
<td><strong>Executive Committee</strong> – meeting bi-monthly</td>
<td>7</td>
<td>Strategic and leadership skills; Band 8A and above or equivalent</td>
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<tr>
<td><strong>Core Group</strong> – meeting bi-monthly</td>
<td>18</td>
<td>Band 8A and above or equivalent grade</td>
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<td>- Members will have the right skills and experience and be co-opted as required</td>
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<td>- N.B May include junior staff who demonstrate exceptional promise and leadership capacity</td>
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<tr>
<td><strong>Associate members</strong></td>
<td>N/A</td>
<td>Subject to speciality operational work</td>
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<tr>
<td><strong>Guests</strong></td>
<td>2 per meeting</td>
<td>Subject to agreement of executive committee prior to the meeting</td>
</tr>
<tr>
<td><strong>Network membership</strong></td>
<td></td>
<td>On line participation</td>
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</tbody>
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