

Equality Rep Pilot – Stewards’ and Safety Reps Brief and FAQs

The CSP had 8 Equality Reps across the UK participating in a pilot which has recently been expanded to ensure we have more Equality Reps across all regions and countries in the UK.

The CSP is evaluating Equality Reps as part of its focus on equity diversity and belonging and this is a brief designed for you to understand more about their role and how they fit into your workplace team. For more information please also visit www.csp.org.uk/equalityreps

You Have An Equality Rep Coming To Your Workplace

What Are We Trying To Achieve?

The pilot began in 2021 and is designed to establish the feasibility, the potential benefits and likely costs of the CSP managing a national network of Equality Reps; to assess where they would fit within our existing structures; and the degree to which they will underpin / complement the core CSP values, EDB strategy and Organising Agenda.

What’s The Role?

The Equality Rep is distinct from a Steward, although to allow facility time and recognition participants will be accredited as a Steward with a focus on equality issues. They would, however, be referred to as an Equality Rep.

What Does The Role Involve?

As part of the workplace team, they will be on hand to provide advice relating to equality. Our current Equality Reps are involved in a range of work within their NHS trusts and health boards, including:

- Working with CSP Stewards and Safety Reps on updating workplace policies
- Supporting members facing discrimination at work by signposting them to the local CSP steward and CSP resources
- Developing strategies with other local CSP reps to advance equity, diversity and belonging (EDB) in the workplace
- Engaging with your employer, staff EDB networks and other local staff-side unions to progress EDB in the workplace
- Keeping CSP members informed and engaged around workplace developments relating to EDB
- Receiving national and regional training for which they are entitled to paid time off, just like Stewards and Safety Reps.

Our Equality Reps work within a workplace rep team, with a minimum of one other Steward. Their primary role is to serve as a contact for members experiencing discrimination and/or those needing support and advice to promote and signpost EDB resources for CSP members in the workplace. Additionally, the Equality Rep (ER) would encourage activism by supporting collective activity in the workplace around EDB issues specific to the employer or related to wider CSP EDB strategic and campaign goals. The ERs would not take on casework, but rather aspire to become a “Subject Matter Expert.” Stewards are trained in case work, and that should continue regardless of the nature of the case complaint. If ERs are there as subject matter experts, they can advise and inform Stewards on managing EDB cases or assist with research. The existence of an Equality Rep does not mean all equality issues are passed to them as a matter of course, as we all share responsibility for EDB. Think of your Equality Rep as someone who can help you and the members on equality issues

I’m Still Not Clear About The Role?

This is a pilot, and we deliberately leave room for the Equality Rep to shape the role to reflect the needs of the workplace where they are based. Some initiatives will work and others will not, but all feedback will be evaluated in 2024 before a decision is made on it becoming a permanent role.

Will My Employer Support This?

We expect local NHS employers to be supportive in facilitating the pilot. This is because:

- the ERs are accredited as Stewards and will be recruited into existing teams of reps
- the equality focus of their roles will fit with NHS wide commitment to focus on EDB
- public sector equality duty (sits alongside the Equality Act) having this role is best practice
- employers in the pilot will often have a diverse workforce

How Will They Be Elected?

The interested candidates will be elected during the month of August. The CSP will send notifications of elections (via iCSP) to members in the relevant trusts and health boards. We already have 60 expressions of interest, thanks to promoting the role across the CSP website, Frontline and at ARC. We are not currently accepting any other candidates and if as a result of the election more members want to stand they will be placed onto a waiting list. We, therefore, do not expect any election to be contested but will invite support or comment in the usual manner according to the CSP electoral policy.

Do I Need To Help With The Election?

Please ensure your members are registered to iCSP and remind them to check that their employment details are up to date so they receive notice of the election. Alternatively, you can refer to the list of candidates (below) and let your members know who is standing from your workplace or health board.

Will equality reps be invited to regional reps catch ups and regional training?

Yes. Equality reps will be invited to regional training and regional reps catch ups with your SNO. Please do make them feel welcome and support them in their training. To help equality reps settle in their roles, they will not be attending regional training or rep catch ups until they have attended their welcome meeting with the equality rep project leads on 5th September and completed the equality reps induction course, due to start on 25th September.

How Will They Be Accredited and Trained?

The new cohort of Equality Reps will be elected and accredited by the end of August, with their training beginning in September which will be independent learning interspersed with online training from the CSP. There will be a 1 day in person conference in March. They will receive a welcome pack (online) and letter to give to HR informing them of their election.

What Do I Need To Do?

If you have an Equality Rep welcome them into the team! That's the most important thing. You can check below to see if you are expecting one.

Please also see our dedicated page at www.csp.org.uk/equalityreps where you can watch the 2 minute video featuring Jill Taylor, Regional Steward and Chair of NGRS recorded at the Equality Rep Fringe event at this year's Annual Reps Conference <https://www.youtube.com/watch?v=SQrlxEz55iY>.

Please also read – **Action Checklist**

- Check the list below to see if you are expecting to have an Equality Rep elected where you are based
- Make yourself known to them (we've also asked them to make themselves known to you!)
- Once elected, agree a method for keeping in touch, especially if you work at different sites
- Invite them to any appropriate rep meetings or WhatsApp groups
- The CSP will invite them to most regional training events and SNO catch ups which they should attend where possible
- Assist them with understanding the facility time available at your workplace and how to book time off for union duties. If you are unsure about facility time please contact your staffside chair.

What CSP Support Does The Equality Rep Have?

The Equality Rep will have a dedicated iCSP and WhatsApp for support as well as access to the SNO for the area. They will also have a dedicated email address to contact the pilot leads and admin team; equalityreps@csp.org.uk.

For any workplace issues the Equality Rep is unsure about they will contact their SNO just as you would, although they may well come to you first for advice. For any questions or issues

about the pilot project itself or the training they have internal CSP contacts (Sian Caulfield, Iain Croker, Vanessa Carlton)

If you have any questions please contact us at equalityrep@csp.org.uk stating your workplace/trust/health board thank you

Region	Employer	Name of Equality Rep
East of England	IPRS (Injury Prevention Rehabilitation Service)	Diane Howell
East Midlands	University Hospitals of Derby and Burton	Jaya Adams
East of England	AHP Suffolk	Stef Dimartino
East of England	Cambridgeshire Community Services NHS Trust	Manik Kulkarni
East of England	East Suffolk and North Essex NHS Foundation Trust	Bruna de Figueiredo Cunha
East of England	The Princess Alexandra Hospital NHS Trust	Darryl De Souza
East of England	West Suffolk Hospital Trust	Scholastica Margaret Muthoni Thompson
East of England	East and North Hertfordshire NHS Trust	Deborah Konu
East of England	Bedfordshire Hospitals NHS Foundation Trust (previously Bedford Hospital NHS Trust and merged with Luton and Dunstable NHS Trust)	Jason Maddox
London - North	Barking, Redbridge, Havering University Hospital	Daniel Holmes
London - North	Bart Health NHS Trust	Mary Ajibona
London - North	Homerton Healthcare NHS Foundation Trust (previous name - Homerton University Hospital NHS Trust)	Muskaan Saini
London - North	Homerton Healthcare NHS Foundation Trust (previous name - Homerton University Hospital NHS Trust)	Daniella Wilson
London - North	Homerton Healthcare NHS Foundation Trust (previous name - Homerton University Hospital NHS Trust)	Nicola Diamond
London - North	University College London Hospitals NHS Foundation Trust	Shu Xiaoyi
London - South	Kings College Hospital NHS Foundation Trust	Denise Grant
North East	Northumbria NHS Foundation Trust.	Aamir Yousaf
North West	University Hospitals of Morecambe Bay NHS Foundation Trust	Olawale Faleyeh
North West	Community working (Moor Lane Mills), UHMBT, Lancaster	Shannon Conway

North West	Wrightington Wigan and Leigh NHS Foundation Trust	Vanessa Collins
North West	Manchester University Hospital NHS Foundation Trust	Sally Kiernan
North West/Mersey	Merseycare NHS Mental Health Foundation Trust	Sofina Hussain
North West/Mersey	Mersey and West Lancashire Teaching Hospitals NHS Trust (Previously St Helens and Knowsley Hospitals NHS Trust)	Yetunde Ekwuruke
North West/Mersey	Walton Centre NHS Foundation Trust (The)	Cath Kophame
Northern Ireland	NONE	NONE
Scotland	NHS Grampian	Mildred Castillo
Scotland	NHS Greater Glasgow and Clyde (as per information on CRM)	Atika Sharma
Scotland	NHS Greater Glasgow and Clyde NHS Health Board	Roseanne Driscoll
Scotland	NHS Highland	Laura Cheadle
South Central - North	Oxford University Hospitals NHS Foundation Trust	Lisa Brock
South Central - South	Hampshire Hospitals NHS Trust	Amelia Shaw
South East Coast	Surrey and Borders Partnership NHS Foundation Trust	Babatunde Oyeneyin
South East Coast	Kent Community Health NHS Foundation Trust	Funso Akinlade
South East Coast	Frimley Health NHS Foundation Trust	Puja Rawal
South East Coast	Ashford & St Peter NHS Foundation trust	Umer Qaiser Sheikh
South West - North	Great Western Hospital NHS Trust	Roma Ravaliya
South West - North	North Bristol Trust	Alexandros Zografos
South West - North	North Bristol Trust	Maria Belen Quiroga Tabbia
South West - North	University Hospital Bristol and Weston NHS Foundation Trust	Joanna Parry
South West - South	Livewell Southwest	Alice Brelsford-Ward
Wales	NHS Primary Care (GP practices) Employed by Hywel Dda Health Board	Marek Bollin
Wales	Betsi Cadwaladr University Health Board	Mehreen Rafique
Wales	Cardiff and Vale University Health Board	Rajani Seelamanthula
West Midlands	Black Country Healthcare NHS Foundation Trust	Claire Dixon
West Midlands	Birmingham Community Healthcare NHS Foundation Trust	Anjali Midha

West Midlands	Birmingham Community Health Care	Ramya Kolachala
West Midlands	Birmingham Community Healthcare NHS Foundation Trust	Andrew Chidiebere Okafor
West Midlands	Midlands Partnership Foundation Trust	Samantha McIver
West Midlands	Shropshire Community Health NHS Trust	Sara Butler (Krishan)
West Midlands	University of Hospitals Birmingham	Jennifer Atkinson
West Midlands	University Hospitals Birmingham, QEHB	Katherine Barnes
West Midlands	University Hospital Coventry and Warwickshire NHS Trust	Seetal Mistry
West Midlands	Worcestershire Acute Trust	Luke Ford
Yorkshire	Airedale NHS Foundation trust	Dalton Howe
Yorkshire	Airedale NHS Foundation Trust	Tasneem Badat