**Prospectus**

**Title: South West London - Race in the Workplace analytics**

**Commencement Date: March 2023**

**End Date: September 2025**

**Fund: Under £50,000**

1. **Introduction**

Our long-term commitment from the South West London system to be an anti-racist organisation by developing an anti-racism framework, focusing on the themes:

* Workforce
* Communities
* Leadership and organisational readiness

We have set up a South West London anti-racism strategy and implementation group. This group is represented by health inequalities and/or EDI partners from the NHS, as well as local authority public health leads and VCSE representatives. The group will provide strategic direction and inform the development of the anti-racism framework. The group reports into the South West London ICS governance.

We plan to commission an organisation to collate data analytics with regards to racial equity in the workplace across the South West London health and care system, looking at how employees treat others, are treated, and engage with service users. Using this evidence and recommendations, as well as local insights working with the anti-racism group, we will develop an anti-racism framework. We are looking for an organisation that has experience working with public, private and voluntary sector organisations, particularly the NHS and local authorities.

1. **Aim, Objectives and Outputs**

**Aim:**

To measure racial bias within the health and care workforce across South West London, and provide recommendations to inform the anti-racism framework.

**Objective:**

* To develop and run a bespoke survey for South West London health and care workforce to measure racial bias, looking at workforce and engagement with service users from participative organisations.
* To develop a dynamic dashboard(s) to view the data, analyses and benchmarking from the survey.
* To develop a set of recommendations to tackle racial inequalities based on the survey data.
* To project manage the full process end-to-end, working with participative health and care organisations in South West London Integrated Care System.

**Outputs:**

* Three racial bias surveys for a sample of the South West London health and care workforce conducted over two years in year 1, 2 and 3
* Racial bias dashboard(s) to view results, data analysis and benchmark data
* Licenses to access and view to the dashboard(s)
* A set of recommendations using the survey data on tackling racial inequalities in the workplace

**Indicative Timetable:**

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| **Month** | **Activities** |
| March to May 2023 | * Develop survey to measure racial bias * Comms and engagement to South West London on survey * Engage with participative organisations on rolling out survey |
| May to July 2023 | Roll out survey (benchmark data) |
| July to August 2023 | Collate survey data and develop dashboard and recommendations |
| August to September 2023 | Review approach, lessons learnt |
| March to May 2024 | Review survey with participative organisations for roll out |
| May to July 2024 | Roll out survey to capture data 1-year on |
| July to August 2024 | Collate survey data and update dashboard and recommendations |
| August to September 2024 | Review approach, lessons learnt |
| March to May 2025 | Review survey with participative organisations for roll out |
| May to July 2025 | Roll out survey to capture data 2-years on |
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