Expression of Interest Form deadline: 17th May 2024

Commencement Date: June 2024

End Date: Winter 2026

Eligible applicants: South West London health and care providers or organisations, including the NHS, local authorities and voluntary, community and social enterprise sector.

**Expression of Interest Registration Form**

Race and ethnicity analytics – showing you where and how racial bias is holding your organisation back

Are you a South West London health and care provider or organisation? Would you like to measure and progress racial equity in your organisation and help to support our South West London anti-racist approach?

Flair Impact has been funded by South West London NHS to lead on intelligence and diagnostics by performing data analytics on racial awareness, inclusion, behaviours and diversity in the workplace. Flair Impact (www.flairimpact.com) are technology experts who leverage the power of data to tackle racial bias in business, and will work with South West London health and care providers and organisations over a three-year period. They help organisations to benchmark performance and lay the right foundations to measure and progress racial equity. Flair’s offer complements and goes beyond existing ethnicity reporting approaches such as the NHS Workforce Race Equality Standards (WRES). This is a transformational integrated approach, unlike previous metrics that are transactional, these measures will support us to be proactive in tackling racism in health and social care.

To register your interest in participating please fill out the registration form below. This will contribute in accelerating your workforce equity and diversity journey and champion our South West London Anti-Racist approach. For further background, please see the paper from the [Integrated Care Partnership January 2024 meeting](https://www.southwestlondonics.org.uk/publications/integrated-care-partnership-meeting-papers-january-2024/).  
If your organisation is accepted, you will be invited to attend one of the upcoming Q&A sessions to learn in more depth about Flair Impact and what is required in taking part.

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| For any questions, accessibility options or assistance with the form, please contact Susan Emina: [susan.emina@swlondon.nhs.uk](mailto:susan.emina@swlondon.nhs.uk)  **Organisation Name:**  **Contact details(s) of person leading the application:**  **Email(s):**  **Address(es):**  **Charity No(s):**  **Senior Responsible Officer (SRO):**  **Staff size** (please include bank staff and number of volunteers separately)**:** |
| 1. Please provide a summary on why your organisation would like to take part, and how you will benefit from data analytics support from Flair Impact. |
| *Max 400 words* |
| 1. Please provide a summary of your organisation’s priorities and work to date on race equity for your workforce and service users. |
| *Max 400 words* |
| 1. Flair Impact will require you to lead on distributing a survey for your workforce to complete. How will your organisation engage with staff and departments/directorates to take part in this and complete the Flair Impact survey? |
| *Max 400 words* |
| 1. Please provide a summary on your leadership commitment(s) to racial equity and your named leads/sponsors (please provide three named leads).If you currently don’t have an answer to this, please get in contact with: [susan.emina@swlondon.nhs.uk](mailto:susan.emina@swlondon.nhs.uk) and we can support you. |
| *Max 400 words*  *Email addresses of named leads* |

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| Signatory of Sponsor Director or equivalent | Signatory Chief Executive |
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Applications should be sent to [susan.emina@swlondon.nhs.uk](mailto:susan.emina@swlondon.nhs.uk) by 17th May 2024.