

## **Leadership and Workforce Sub-Group of the Equality and Diversity Council (EDC)**

### **Update for the 4<sup>th</sup> February 2014 meeting of the EDC**

The existing Leadership and Workforce Equality Group, chaired jointly by the NHS Leadership Academy and NHS Employers, will convene and support system-wide leadership and workforce priorities in respect of Equality and Diversity. These responsibilities will include how best to develop and take forward the priority actions associated with leadership and workforce as set out by the Equality and Diversity Council (EDC). As the joint chairs of this Group and EDC members, both Dean Royles and Jan Sobieraj will be able to help incorporate EDC priorities as part of the Group's strategic approach.

A review of the membership of the Leadership and Workforce Equality Group is being carried out to ensure it is inclusive and has appropriate expertise and representation with the first meeting being held on 30 January 2014. At the time during which this paper was being drafted, the terms of reference for the Group had not yet been agreed by its members. The agreed terms of reference will be shared with the EDC at the May 2014 EDC meeting.

At the EDC meeting held on 20th November 2013, two priorities emerged in discussions, relating to leadership and workforce. These being:

- To embed values-based recruitment across the NHS – so that work environments are free from unlawful discrimination
- To nurture workforce and leadership talent across the NHS – helping to create a workforce that is representative of the population

The Leadership and Workforce Equality Group will adopt and adapt these priorities, so that they resonate in the new NHS architecture and the developing post-Francis work plans. This will also help provide a focus upon the above priorities, as part of the Group's overall work going forward.

Leadership and Workforce Equality Group  
January 2014