

Equality and Diversity Council

MINUTES

29 JULY 2014

13:30-16:00

SKIPTON HOUSE, LONDON

MEETING CALLED BY	Equality and Diversity Council (Simon Stevens, Chair)
ATTENDEES	See annex
APOLOGIES	See annex
NOTE TAKER	Habib Naqvi
WELCOME & INTRODUCTIONS	Simon Stevens

Agenda topics

PROPOSAL TO INTRODUCE A NATIONAL
WORKFORCE RACE EQUALITY STANDARD

JANE CUMMINGS

DISCUSSION/ CONCLUSIONS	<p>Jane Cummings and Ruth Passman presented the background to the proposed National Workforce Race Equality Standard, highlighting the actions from the previous meeting of the Equality and Diversity Council, and the bringing together of a working group to meet and discuss proposals during June.</p> <p>The proposal for a National Workforce Race Equality Standard (Paper: EDC1 07/14) presented to the Council; the recommendations within the proposal were highlighted as follows:</p> <ul style="list-style-type: none"> • There should be a clear, coherent narrative for all partners to use which explains why this initiative is important. • Delivery of this work should be project managed in a supportive way, drawing on best practice and exemplars. • The scope of this work should begin with race equality, but in a way that would not prejudice the interests of other protected groups, and had broader benefits for other protected groups. • There should be a National Workforce Race Equality Standard. A new standard will be more credible, once finalised, if it is accredited and - potentially - hosted by an independent body, working with the national NHS organisations. • A clause should be considered for insertion into the NHS standard contract for 2015/16 requiring compliance with the Standard. • The development and implementation of a national standard should draw on the learning from credible indices. • New measures should augment, and not contradict, existing equality-focused approaches.
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- EDC's System Alignment Subgroup should be invited to help ensure alignment of the standard with other approaches.
- NHS regulators should be invited to include compliance with the standard as part of their consideration of whether an organisation is "well led".
- NHS Boards should be engaged and supported to make continual improvements, and allowed time to make the necessary change.

Council members discussed the recommendations at length. There was general agreement that the focus of this Standard on race did not preclude a focus on other groups in due course; that robust project management was needed for this work; work on Board level representation needs a strong focus; that engagement on mandating the proposed Standard within the 2015/16 standard NHS contract should take place, and that there should also be engagement on mandating the Equality Delivery System (EDS2) within the 2015/16 NHS standard contract.

The Council also agreed the importance of alignment with the 'well-led' domain developed by regulators (CQC, Monitor).

The need for an Equality Impact Assessment was raised. It was noted that some consideration of the proposal's impact on other protected groups had already taken place; this would now be documented and collated, and circulated to EDC members, with the outcomes from further engagement (currently underway), for their consideration and input.

The Chair (Simon Stevens) thanked Council members for their feedback and discussion, and highlighted agreement on the following points:

- Communication from the Council to the wider system on this issue was needed;
- Engagement will take place on mandating the Workforce Race Equality Standard within the 2015/16 standard NHS contract;
- Engagement will also take place on mandating the Equality Delivery System – EDS2 within the 2015/16 standard NHS contract;
- Monitor and CQC should consider aligning the 'well-led' domain of regulatory bodies with the work on workforce representation and particularly upon the proposed Standard;
- More work will be carried out to look at representation at Board level and amongst Non-Executive Directors;
- Further work looking at the links between a representative workforce and better outcomes for patients – building upon current literature – is needed;
- The journey taken by NHS organisations that are doing well on workforce representation needs to be brought to the forefront, and good practice shared.

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
1. Press release to go out by 31 July, to announce that engagement will take place on mandating the Workforce Race Equality Standard and the Equality Delivery System (EDS2) within the 2015/16 standard NHS contract.	Ruth Passman and Habib Naqvi working with NHS England colleagues	31 July 2014
2. Place lines on mandating the Workforce Race Equality Standard and the Equality Delivery System (EDS2) within the 2015/16 standard NHS contract engagement document.	Ruth Passman and Habib Naqvi working with NHS England colleagues	10 August 2014
3. Equality Analysis associated with the proposed Standard to be completed and circulated to EDC members for their input and consideration prior to the next meeting of the EDC.	Habib Naqvi	5 September 2014

EDC SUBGROUP UPDATES

DISCUSSION/ CONCLUSIONS	EDC subgroup papers were available for information purpose. No discussions were had regarding the content of these papers.	
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
None		

ANY OTHER BUSINESS

DISCUSSION/ CONCLUSIONS	<p>Ray Warburton asked for clarification about the Data Measurement sub group's decision to publish an Equality Monitoring Position Paper in place of publishing an Equality Monitoring Guide. The importance of rolling out information and guidance on equality monitoring to the wider system was highlighted.</p> <p>Ruth Passman clarified that the sub-group had decided that definitive guidance on equality monitoring against the 9 protected characteristics should not be published immediately, in view of a lack of consensus on the appropriate definition for a number of the monitoring questions, and the reality that NHS organisation's key data systems do not currently support consistent collection. An Equality Monitoring Information Standard is to be developed, the project plan for which will be assessed by the sub group at its September meeting.</p> <p>An Equality Monitoring Position Paper is to be published in October 2014 setting out all questions, definitions and coding that are proposed or currently in usage or under consideration. The paper will profile current equality monitoring practice from a selection of providers and other organisations, highlight the pragmatic reasons as well as the perceived 'pro's and cons' of the chosen definitions and response codes. All current data dictionary entries will be listed against the 9 areas.</p>	
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
4. (i) Publish the 'Equality Monitoring Position Paper' by October 2014	Habib Naqvi	26 September 2014
(ii) Produce a project plan for an Equality Monitoring Information Standard by October 2014	Habib Naqvi with input from PHE, DH	30 September 2014

	and HSCIC members of the Data Measurement subgroup of the EDC	
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DATES OF FUTURE MEETINGS	<ul style="list-style-type: none">• 28 October 2014, 13:30-16.30• 27th January 2015, 12.00 – 14:00• 28th April 2015, 14.00 – 16:00 <p>Meetings to be held in London.</p>
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Annex

**Meeting of the Equality and Diversity Council –
Attendance 29 July 2014**

First name	Surname	Organisation	Comments / represented by
Gail	Adams	NHS Staff Council	Attended
Richard	Barker	NHS England	Apologies
John	Bewick	NHS England	Dominic Hardy
Henry	Bonsu	Broadcaster	Apologies
David	Buck	The King's Fund	Attended
Helen	Buckingham	Monitor	Suzie Bailey
Jabeer	Butt	Strategic Partners	Attended
Tom	Cahill	Hertfordshire NHS Foundation Trust	Attended
Jane	Cummings	NHS England	Shadowed by 2 people
Ian	Dodge	NHS England	Attended
Steve	Fairman	NHS Improving Quality	Attended
Prof Steve	Field	Care Quality Commission	Lucy Wilkinson
David	Flory	NHS Trust Development Authority	Attended
Dr Amir	Hannan	Haughton Thornley Medical Centres	Attended
Max	Jones	HSIC	Attended
Samih	Kalakeche	ADASS	Attended
Tim	Kelsey	NHS England	Christine Outram
Paul	Martin	Strategic Partners	Attended
Charlie	Massey	Department of Health	Attended
Prof Lynn	McDonald	Middlesex University	Apologies
Alyson	Morley	Local Government Association	Attended
Katherine	Murphy	Patients Association	Attended
Dr Habib	Naqvi	NHS England	Attended
Prof James	Nazroo	University College London	Attended
Ronan	O'Connor	NHS England	Attended
Ruth	Passman	NHS England	Attended
Dr Raj	Patel	Clinical Leaders Network	Attended
Dr Mark	Porter	British Medical Association	Attended
Anne	Rainsberry	NHS England	Attended
Dean	Royles	NHS Employers	Shadowed by 1 person
Jan	Sobieraj	NHS Leadership Academy	Attended
Terence	Stephenson	Academy of Royal Medical Colleges	Attended
Simon	Stevens	NHS England	Attended
Gary	Theobald	Health Education England	Attended
Patrick	Vernon	Healthwatch England	Attended
Tony	Vicker-Byrne	Public Health England	Anne-Marie Connelly
Ray	Warburton	NHS Lewisham CCG	Attended
Paul	Watson	NHS England	Catherine O'Connell

Rob	Webster	NHS Confederation	Joan Saddler
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Invited guests

First name	Surname	Organisation	Comments / represented by
Joan	Myers	North East London Foundation Trust	Attended
Felicia	Kwaku	Barts and the London NHS Trust	Attended
Roger	Kline	Middlesex University	Attended