

Equality and Diversity Council

MINUTES

6 MAY 2014

9:30-11:00AM

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

9:40-10:40

THE "SNOWY WHITE PEAKS" OF THE
NHS - REPORT

ROGER KLINE

DISCUSSION/ CONCLUSIONS	<p>Roger Kline was invited to present the findings of his recently published report on the ethnic make-up of leadership across the NHS. The report's findings indicated:</p> <ul style="list-style-type: none"> • That the proportion of London NHS Trust Board members from a Black and Ethnic Minority (BME) background is 8%, a lower number than was found in 2006 (9.6%); • That the proportion of chief executives and chairs from a BME background has decreased from 5.3%; it currently stands at 2.5%. • Two fifths of London's NHS Trust Boards had no BME members (executive or non-executive) on them at all, whilst over half of London's Trust Boards either had no BME executive members or no BME non-executive members. • There has been no significant change in the proportion of non-executive BME Trust Board appointments in recent years. • The proportion of senior and very senior managers who are BME has not increased since 2008. The likelihood of white staff in London being senior or very senior managers is three times higher than it is for black and minority ethnic staff. • The proportion of women on Boards is 40%; while this is a slight improvement on the past, the proportion is still well below that of the NHS workforce or the local population. Women are especially under-represented at chair and chief executive level. <p>Roger asked for strategic action to address the underrepresentation of BME workforce at senior and leadership levels within the NHS. He called for there to be learning from those NHS organisations that are doing well in this regard and for the active sharing of such good practice.</p> <p>EDC members highlighted the importance of aspiring towards and ensuring an NHS workforce that is representative of the populations served. The link between representative make-up of the workforce and better experiences and outcomes for patients was stressed. It was also highlighted that we need to look at solutions that involve all groups in society; that there is a need to be inclusive in our approach to tackling these issues. A particular focus upon ensuring that NHS Boards and senior leadership act in culturally appropriate ways was highlighted; the potential role of regulator organisations on this issue was raised.</p>
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Simon Stevens asked for this work to be taken forward by the EDC and for a strategic proposal, for taking this work forward, to be presented at the 29 July meeting of the EDC.	Bill McCarthy and Jane Cummings to convene an EDC working group to take this work forward.	29 July 2014

10:40-10:50 EDS2 SUBGROUP UPDATE TOM CAHILL

DISCUSSION/ CONCLUSIONS	Tom Cahill outlined the strategic and operational actions being undertaken to help obtain a minimum of 95 per cent EDS implementation coverage across NHS organisations by 2015/16. Tom outlined the plan for the development of the Equality Hub / EDS Dashboard – a tool to monitor implementation levels and share good practice across the country. The importance of patient and staff engagement / feedback in ensuring that organisations focus upon key equality priorities was stressed.	
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
For the EDS2 subgroup to focus upon the specifics on how we can assure 95 per cent implementation coverage across the NHS.	EDS2 Subgroup lead	29 July 2014

10:50-11:00 DATA MEASUREMENT SUBGROUP UPDATE BILL MCCARTHY

DISCUSSION/ CONCLUSIONS	Bill McCarthy highlighted the importance of ensuring the availability of and access to the data and tools required to measure progress in promoting equality and tackling health inequalities, including the breaking down of data by the nine protected characteristics. Bill described the establishment of a sexual orientation monitoring task and finish group, and the push to take this workstream forward.	
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Update on progress on this work and the work of other EDC subgroups to be presented at the next meeting of the EDC.	EDC Subgroup leads	29 July 2014

DATES OF FUTURE MEETINGS	<ul style="list-style-type: none"> • 29 July 2014, 13:00-16:00 • 28 October 2014, 13:30-16.30 <p>Meetings to be held in London.</p>
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Annex

Meeting of the Equality and Diversity Council – Attendance 6th May 2014

First name	Surname	Organisation	Attendance
Gail	Adams	NHS Staff Council	Present
Richard	Barker	NHS England	Apologies
John	Bewick	NHS England	Apologies
Henry	Bonsu	Broadcaster	Present
David	Buck	The King's Fund	Present
Helen	Buckingham	Monitor	Present
Jabeer	Butt	NHS England/DH/PHE Strategic Partners	Present
Tom	Cahill	Hertfordshire NHS Foundation Trust	Present
Jane	Cummings	NHS England	Present
Steve	Fairman	NHS Improving Quality	Present
Prof Steve	Field	Care Quality Commission	Represented by Nigel Thompson
David	Flory	NHS Trust Development Authority	Present
Dr Amir	Hannan	Haughton Thornley Medical Centres, Hyde	Present
Max	Jones	Health & Social Care Information Centre	Apologies
Samih	Kalakeche	ADASS	Present
Paul	Martin	NHS England/DH/PHE Strategic Partners	Present
Charlie	Masey	Department of Health	Apologies
Bill	McCarthy	NHS England	Present
Prof Lynn	McDonald	Middlesex University	Apologies
Alyson	Morley	Local Government Association	Present
Katherime	Murphy	Patients Association	Apologies
Dr Habib	Naqvi	NHS England	Present
Prof James	Nazroo	University College London	Apologies
Ronan	O'Conner	NHS England	Apologies
Ruth	Passman	NHS England	Present
Dr Raj	Patel	Clinical Leaders Network	Apologies
Mark	Porter	British Medical Association	Present
Anne	Rainsberry	NHS England	Present
Lisa	Rodrigues	Sussex Partnership NHS Foundation Trust	Represented by Adam Churcher
Dean	Royles	NHS Confederation/NHS Employers	Represented by Paul Deemer
Jan	Sobieraj	NHS Leadership Academy	Present
Prof Terence	Stephenson	Academy of Royal Medical Colleges	Present
Simon	Stevens	NHS England	Present

First name	Surname	Organisation	Attendance
Gary	Theobald	Health Education England	Present
Patrick	Vernon	Healthwatch England	Present
Tony	Vicker-Byrne	Public Health England	Present
Ray	Warburton	NHS Lewisham CCG	Present
Paul	Watson	NHS England	Represented by Alistair Lipp
Rob	Webster	NHS Confederation	Apologies
Roger	Kline	Middlesex University (Guest)	Present