

Equality and Diversity Council Meeting Paper

5 April 2014

Leadership and Workforce Group (LWG)

Purpose and context

The group oversees and supports the design, development and delivery of strategic equality and diversity work relating to leadership and workforce development across the NHS. This includes leadership and workforce priorities emerging from the Equality and Diversity Council.

Membership currently comprises:

NHS Leadership Academy (Co-chair); NHS Employers (co-chair); NHS England; Public Health England (PHE); Health Education England (HEE); Care Quality Commission (CQC); NHS Trust Development Authority; Monitor; Skills for Health; and NHS Staff and Staffside representation.

This was the second meeting of the group.

Action taken to date

At the meeting on 5 April the following was agreed:

Terms of Reference (ToR) approved; work around promoting the business case for equality and the importance of robust equality analysis in supporting this will be carried out and the ToR may be amended as a result.

Talent Management: Two tool kits have been developed to support talent management work, and these will be shared with both the EDC, and the LWG for feedback prior to finalising them.

Values Based Recruitment: HEE has undertaken considerable work on this, and have developed a tool for trusts to use to help determine their values, and the impact on the workforce. It is hoped that this work will be presented to a meeting of the EDC.

Future work was agreed on workforce data and staff survey.

Current position

Representation on the group from patient groups, and from commissioners and providers is being sought.

The group is drawing members with varied portfolios of work on leadership and workforce, to pool and share best practice with the rest of the wider system and to help deliver on the leadership and workforce agenda.

Key risks

If the group is unable to recruit further members with leadership and workforce portfolios, there is a risk to delivery of the work programme.

Next steps

- Ensure robust membership and attendance
- Embrace opportunities to produce/analyse useful staff data: work with partners to understand what workforce data is needed to support the work of the group
- HEE to make a Values Based Recruitment presentation to the EDC
- Group agreed to supporting the BME pioneers leaders event taking place in July

Recommendation and action requested

To note the work of the subgroup and actions carried out to date.

Jan Sobiraj and Dean Royles

On behalf of the Leadership and Workforce Subgroup

23 April 2014