

# Equality and Diversity Council Meeting Paper

29 July 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, members of a newly created CCG reference group, and two patient advocates.

This was the third meeting of the group.

### Action taken to date

The following took place at the subgroup meeting on 24 June:

There was a discussion about the Middlesex University 'Snowy White Peaks in the NHS' report. A separate EDC working group meeting had taken place, which had included some other interested parties. The group recognised the growing interest in this agenda and felt that governance of the work to be taken forward should be coordinated by the Leadership and Workforce subgroup to ensure improved outcomes, robust governance and effective stakeholder engagement. The group want the opportunity to contribute to any developments ahead of the next EDC meeting.

A Talent Management Tool Kit was available and was being piloted in a number of areas.

The group discussed the last census of NHS workforce data. Future actions including campaigns for staff as to why we collect workforce data and how it will be used to support them at work were agreed.

Research into equality and diversity and inclusion in the workplace, and the work of the Strategic Forum was discussed. The group will link into the medical research Council who are considering a lot of issues relevant to the working longer review.

The group agreed to ask staff survey providers specific questions on the experience of different protected groups in working for the NHS, and to link this with staff Friends and Family Test results to see if there is any correlation.

The other main strand of work is the HEE led recruiting for values work stream. An update will

## **Current position**

The group is still recruiting members.

It is understood that all the organisations involved are carrying out a lot of different types of work to help deliver on the leadership and workforce agenda, and sees its role as one of pulling together and sharing the work with the wider NHS.

## **Key risks**

Attendance was again fairly low, with a number of organisations not attending or sending apologies. Key organisations not attending could jeopardise this work stream.

There is a risk that parallel pieces of work in response to the 'Snowy White Peaks of the NHS' report will not achieve what they intend to, without strong and robust governance. It is vital that this group coordinates all work in this area.

## **Next steps**

Ensure robust membership and attendance

Assist in coordinating the work in response to 'Snowy White Peaks of the NHS'

Link Strategic Forum research into the Medical Research Council so that their work can be considered, particularly in relation to the ageing workforce.

Ask staff survey providers to carry out a 'deeper dive' analysis into the experiences of protected groups working in the NHS.

## **Recommendation and action requested**

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

**Jan Sobieraj and Dean Royles**  
**On behalf of the Leadership and Workforce Subgroup**  
**July 2014**