

Equality and Diversity Council

MINUTES

30 OCTOBER 2014

10:00-12:30

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	Ian Dodge

Agenda topics

WORKFORCE RACE EQUALITY STANDARD,
EDS2 AND THE NHS CONTRACT

JOHN HOLDEN

DISCUSSION/ CONCLUSIONS	<p>John Holden presented the background to the proposal of including the National Workforce Race Equality Standard (WRES) and the Equality Delivery System – EDS2, into the 2015/16 standard NHS contract.</p> <p>Outcomes from engagement and consultation exercises on these initiatives and their potential inclusion in the NHS contract, including initial engagement on the NHS contract itself, were outlined.</p> <p>The outcomes indicated widespread support for the introduction of a WRES and the EDS2, through inclusion of both in the standard NHS contract.</p> <p>The discussion paper on the National Workforce Race Equality Standard and EDS2 was presented to the Council; the recommendations within the paper were that the EDC should introduce a NHS Workforce Race Equality Standard and could mandate the implementation of the Equality Delivery System - EDS2 across the NHS with effect from April 2015. It was recommended that the EDC consider the challenges over the EDS2 and to make a decision on whether or not it should be mandated.</p> <p>Council members discussed the recommendations at length. There was general agreement that both the WRES and EDS2 should be made mandatory in the standard NHS contract from April 2015.</p> <p>The inclusion of EDS2 within the NHS Contract from April 2015 was agreed on the condition that work is taken forward by the EDS2 Subgroup and analytical support on improving consistency in EDS2 implementation and grading. A draft project plan for work on the WRES was outlined and agreed.</p> <p>The Chair thanked Council members for their feedback and discussion, and highlighted agreement on the following points:</p> <ul style="list-style-type: none"> • An Advisory group is to be appointed to support and guide the WRES work and ensure regular reports are provided to the EDC and a taskforce should be established to drive forward implementation. • Dedicated resource from EDC partners to be injected into this programme of work.
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	<ul style="list-style-type: none"> • A need for CCGs to implement the WRES and EDS2. • A need for partnership approach on this programme of work, and generally for all EDC work, from all Council members.
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EDC SUBGROUP UPDATES

SUBGROUP CHAIRS

DISCUSSION/ CONCLUSIONS	<p>Data Measurement: John Holden gave a summary of the Data Measurement Subgroup work to date, including current work underway to produce a 'position paper' for the system on equality monitoring and the need for an Information Standard for data monitoring.</p> <p>Equality Delivery System – EDS2: Habib Naqvi (on behalf of Tom Cahill) presented an update on EDS2 work, including the alignment and embedding of EDS2 within: the CCG Assurance Framework, CQC's new inspection regime, NHS TDA's Guidance for NHS Boards, and with equality legislation. It was reported that over 93% of all NHS organisations in England are currently implementing the EDS or EDS2. Launched in October 2014, the EDS Dashboard will help monitor the uptake of the tool and share good practice across the country.</p> <p>Leadership & Workforce: Jan Sobieraj gave a summary of the work of the Leadership & Workforce Subgroup, including a joint update with Gary Theobald on Values Based Recruitment (VBR). This toolkit is now 'live' and has been well-received. It was also reported that the NHS Leadership Academy is working with the Foundation Trust Network to look closely at race and disability representation/experience within the NHS workforce.</p> <p>Papers from the System Alignment and from the Communications Subgroups of the EDC were made available for information purpose.</p> <p>Joan Saddler indicated the NHS Confederation's support to system alignment work on embedding equality within the Annual Corporate Governance Statement.</p> <p>Ruth Passman highlighted the support needed from all system lead organisations with regard to the formulation and future work of the virtual communications group, which will meet prior to the next EDC meeting.</p>
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EDC FUTURE VIEW

JOHN HOLDEN

DISCUSSION/ CONCLUSIONS	<p>John Holden presented the foundations for future in-depth discussions on the remit and membership of the Council. It was suggested that following a year since its refresh, it may be a good point to review the Council's work programme as well as checking the representation of the Council's membership.</p> <p>Council members highlighted a number of points including the following:</p> <ul style="list-style-type: none"> • There needs to be engagement with and input from beyond the EDC on the above. The chair of the Workforce & Leadership Subgroup agreed for the Subgroup to take forward the 'external facing' element of the consultation. • There is a need for sustainability with regard to the Council; otherwise there is a risk of losing corporate history and knowledge.
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	<ul style="list-style-type: none"> The EDC needs a national push – it needs to engage with patients as well as with the workforce. 	
ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
1. Leadership & Workforce Subgroup to look at the engagement on the EDC remit, purpose and membership.	Leadership & Workforce Subgroup	January 2015
2. Ian Dodge to write to EDC member organisations and other relevant key bodies to obtain resource pledges and support in taking the work of the EDC forward into 2015 and beyond.	Ian Dodge	January 2015

DATES OF FUTURE MEETINGS	<ul style="list-style-type: none"> 30th January 2015, 13.30 – 16.00 28th April 2015, 14.00 – 16.30 21st July 2015, 14.00 – 16.30 27th October 2015, 14.00 – 16.30 <p>Meetings to be held in London.</p>
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Annex
**Meeting of the Equality and Diversity Council –
Attendance 30 October 2014**

First name	Surname	Organisation	Comments / represented by
Gail	Adams	NHS Staff Council, Unison	Attended
Richard	Barker	NHS England	Attended
Ben	Bennett	National Institute for Clinical Excellence	Attended
Henry	Bonsu	Broadcaster	Attended
David	Buck	The King's Fund	Represented by Mandip Kaur
Helen	Buckingham	Monitor	Attended
Jabeer	Butt	NHS England/DH/PHE Strategic Partners	Attended
Tom	Cahill	Hertfordshire NHS Foundation Trust	Apologies
Jane	Cummings	NHS England	Represented by Caroline Alexander
Saffron	Cordery	Foundation Trust Network	Attended
Ian	Dodge	NHS England	Attended
Steve	Fairman	NHS Improving Quality	Apologies
Dr Amir	Hannan	Haughton Thornley Medical Centre	Shadowed by 1 person
John	Holden	NHS England	Attended
Max	Jones	Health & Social Care Information Centre	Attended
Samih	Kalakeche	ADASS	Apologies
Paul	Martin	NHS England/DH/PHE Strategic Partners	Attended
Charlie	Massey	Department of Health	Represented by Helen Walker
Prof Lynn	McDonald	Middlesex University	Attended
Stephen	Moir	NHS England	Attended
Danny	Mortimer	NHS Employers	Represented by Gill Bellord and Paul Deemer
Alyson	Morley	Local Government Association	Apologies
Katherine	Murphy	Patients Association	Apologies
Dr Habib	Naqvi	NHS England	Attended
Prof James	Nazroo	University College London	Apologies
Ronan	O'Connor	NHS England	Attended
Ruth	Passman	NHS England	Attended
Dr Raj	Patel	Clinical Leaders Network	Apologies
Dr Mark	Porter	British Medical Association	Represented by Hillary Lloyd
Anne	Rainsberry	NHS England	Attended
Janice	Scanlan	NHS Trust Development Authority	Attended
Jan	Sobieraj	NHS Leadership Academy	Attended
Simon	Stevens	NHS England	Apologies
Gary	Theobald	Health Education England	Attended
Tony	Vicker-Byrne	Public Health England	Attended
Ray	Warburton	NHS Lewisham CCG	Attended

Paul	Watson	NHS England	Represented by Alistair Lipp
Rob	Webster	NHS Confederation	Represented by Joan Saddler
David	Wherett	Leeds Community Healthcare Trust	Represented by Monica Jacot
Lucy	Wilkinson	Care Quality Commission	Represented by Malter Gerhould

Invited guests

First name	Surname	Organisation	Comments / represented by
Roger	Kline	Middlesex University	Attended