

# Equality and Diversity Council

MINUTES

28 APRIL 2015

14:00-16:30

AVONMOUTH HOUSE, LONDON

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

## Agenda topics

STRATEGIC PARTNERS AND LIVED EXPERIENCE OPEN SESSION

AMIR HANNAN

<b>DISCUSSION/ CONCLUSIONS</b>	<p>Amir Hannan led the feedback from the morning planning session attended by members of the Strategic Partners Programme (representing the community and voluntary sector) and people with lived experience. The aim of the session was to obtain feedback on the EDC draft work programme.</p> <p>Participants from the morning session shared their experiences and views with the Council. Council members had an opportunity to reflect on the issues raised and agreed that people with lived experience can bring a different dimension to the Council meetings.</p> <p>Amir Hannan thanked everyone that had attended the morning session.</p>
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FEEDBACK FROM THE TASK AND FINISH GROUP ON EDC WORK PROGRAMME AND MEMBERSHIP

JOAN SADDLER & JOHN HOLDEN

<b>DISCUSSION/ CONCLUSIONS</b>	<p>Feedback was provided from the task and finish group set up to review Council membership and develop the work programme. Joan Saddler presented a paper summarising the proposals produced by the task and finish group. The following six operational areas of work were proposed:</p> <ul style="list-style-type: none"> <li>• Workforce Race Equality Standard</li> <li>• Equality Delivery System for the NHS - EDS2</li> <li>• Inclusion health: Advancing equity in access to, experience of, and outcomes from, health care for the most disadvantaged groups, drawing upon the expertise of people with lived experience</li> <li>• Employment of people with Learning Disabilities</li> <li>• Whistle-blowing, grievances and bullying</li> <li>• NHS Boards and inclusive leadership</li> </ul>
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	<p>The Council had an opportunity to discuss in detail the proposed work programme. The following points were noted:</p> <ul style="list-style-type: none"> <li>• The Council needs to prioritise discrete areas of work that are going to make a real difference in the system.</li> <li>• The development of an inclusion health sub-group was welcomed as an opportunity to integrate with the wider health inequalities agenda.</li> <li>• The current membership of EDC sub groups will be reviewed to ensure they have the capacity and expertise in order to support the delivery of the new work-plan when adopted by the full Council.</li> <li>• The Council needs to provide a shared Communications resource.</li> </ul> <p>It was agreed that a two year work plan will be presented to the Council in July reflecting EDC's chosen priorities and the above points.</p> <p>John Holden provided an overview of the membership refresh proposal for the Council. A reduction in current EDC membership from 44 to approximately 25 members was proposed to include step down for members who have thus far not attended, a decrease in representation from NHS England and a reduction from amongst other members of the Council whose role is deemed to be not central to its new streamlined form and function. It was also proposed that there would be a strengthening of staff-side representation on the Council. Gail Adams undertook to progress this via the appropriate committee. Council members discussed and agreed the proposals to streamline membership, strengthening voice and accountability by ensuring input from people with lived experience and listening to staff raising concerns.</p> <p>It was agreed that the Council's next meeting should embody the revised membership.</p>
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**EQUALITY CONSIDERATIONS IN CQC'S  
REGULATION OF SERVICES IN ENGLAND**

LUCY WILKINSON

	<p>Lucy Wilkinson presented a paper on how the Care Quality Commission (CQC) considers equality in its regulation of healthcare services in England. EDS2 information is shared with inspectors prior to a visit and it is triangulated with other sources of evidence. The paper highlighted that in 2016/17 race equality for staff, through the NHS Workforce Race Equality Standard, will a factor in judgements about whether hospitals are well-led.</p>
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**WORKFORCE RACE EQUALITY STANDARD  
UPDATE**

RUTH PASSMAN

	<p>The report paper was taken as read.</p>
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**EDC SUBGROUP UPDATES**

SUBGROUP CHAIRS

<b>DISCUSSION/ CONCLUSIONS</b>	<p>The EDC Subgroup paper was noted for information. Ray Warburton highlighted the support resources produced to promote the consistent implementation of</p>
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	EDS2 across the NHS. An EDS2 reporting template, a short animation video, and an Easy Read version of the 18 EDS2 outcomes are now available on the NHS England website. All other Subgroup papers were taken as read.
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EMPLOYMENT OF PEOPLE WITH LEARNING  
DISABILITIES IN THE NHS

LELA COGBARA

<b>DISCUSSION/ CONCLUSIONS</b>	The item was deferred to the next meeting of the Council. The Council confirmed their commitment to this important project. Lela Cogbara asked for EDC members to offer support to this project.
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WINDRUSH DAY CELEBRATION EVENTS

HABIB NAQVI & PATRICK  
VERNON

	Habib Naqvi and Patrick Vernon informed the Council that a Windrush Day Celebration event will take place on 17 June 2015, 17:00-19:00 at St Thomas' Hospital. The purpose of the event is to acknowledge Black and Ethnic Minority people contribution to the NHS. It was highlighted that the guest speaker for the day would be Sam King, who was on-board the SS Windrush. It was stated that this would be a good opportunity to highlight the work on the Workforce Race Equality Standard. All EDC members were invited to the event.
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EDC LIVED EXPERIENCE MEMBER PROPOSAL

AMIR HANNAN & RUTH  
PASSMAN

<b>DISCUSSION/ CONCLUSIONS</b>	Amir introduced a proposal on the role and representation of people with lived experience on the EDC. The Council accepted the lived experience membership proposal. It was noted that the lived experience representatives would be selected in time for the July meeting.
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
1. Develop a two year EDC work-plan using the selected priorities.	Ruth Passman & Joan Saddler	June 2015
2. Ensure refreshed membership is informed and invited to attend July meeting and thank outgoing members for their contribution.	Habib Naqvi and Ruth Passman	June 2015
3. Further staff-side representatives for the EDC to be selected.	Gail Adams/ Jon Restell	16 July 2015
4. Develop process for selecting lived experience members for the EDC.	Amir Hannan and Ruth Passman	July 2015
5. Provide an update on the employment for people with learning disabilities project at the July EDC meeting.	Lela Cogbara	28 July 2015

6. Invitations for the Windrush Day celebration event to be sent out to EDC members.	Habib Naqvi	01 May 2015
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<b>DATES OF FUTURE MEETINGS</b>	<ul style="list-style-type: none"> <li>• 28<sup>th</sup> July 2015, 10.00–12.30</li> <li>• 20<sup>th</sup> October 2015, 11.00–13.30</li> </ul> <p>Meetings to be held in London.</p>
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**Annex**
**Meeting of the Equality and Diversity Council –  
Attendance 28 April 2015**

<b>First name</b>	<b>Surname</b>	<b>Organisation</b>	<b>Comments / represented by</b>
Gail	Adams	NHS Staff Council, Unison	attended
Richard	Barker	NHS England	apologies
Henry	Bonsu	Broadcaster	apologies
David	Buck	The King's Fund	attended
Helen	Buckingham	Monitor	apologies
Jabeer	Butt	NHS England/DH/PHE Strategic Partners, Race Equality Foundation	attended
Tom	Cahill	Hertfordshire NHS Foundation Trust	apologies
Jane	Cummings	NHS England	attended
Andrew	Dillon	National Institute for Clinical Excellence	attended
Ian	Dodge		attended
Steve	Fairman	NHS Improving Quality	apologies
Dr Amir	Hannan	Haughton Thornley Medical Centres, Hyde	attended
John	Holden	NHS England	attended
Saffron	Cordery	NHS Providers	attended
Isabel	Hunt	Health & Social Care Information Centre	represented by Lyndsay Rooney
Samih	Kalakeche	ADASS	apologies
Steven	Keith	NHS England	apologies
Paul	Martin	NHS England/DH/PHE Strategic Partners	attended
Charlie	Massey	Department of Health	represented by Flora Goldhill
Prof Lynn	McDonald	Middlesex University	apologies
Stephen	Moir	NHS England	attended
Alyson	Morley	Local Government Association	apologies
Danny	Mortimer	NHS Employers	attended
Katherine	Murphy	Patients Association	attended
Dr Habib	Naqvi	NHS England	attended
Prof James	Nazroo	University College London	apologies
Ruth	Passman	NHS England	attended
Raj	Patel	Clinical Leaders Network	apologies
Mark	Porter	British Medical Association	attended
Anne	Rainsberry	NHS England	attended
Janice	Scanlan	NHS Trust Development Authority	attended
Jan	Sobieraj	NHS Leadership Academy	attended
Thea	Stein	Leeds Community Healthcare Trust	apologies
Simon	Stevens	NHS England	attended
Gary	Theobald	Health Education England	attended

First name	Surname	Organisation	Comments / represented by
Patrick	Vernon	Healthwatch 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	attended
David	Wherett	Cambridge University Hospitals NHS Foundation Trust	represented by Monica Jacott
Lucy	Wilkinson	CQC	attended

### Invited guests

First name	Surname	Organisation
Lela	Cogbara	Islington Council
Strategic Partners		Strategic Partners Network
People with Lived Experience		Greater Manchester Values Group, Bristol NHS Values Summit, Pathways