

Equality and Diversity Council Meeting Paper

30th January 2015

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. Its main priorities are Talent Management, Values Based Recruitment, and it will play an integral role with the development and communication of the Workforce Race Equality Standard (WRES).

Membership comprises system leaders from across the NHS, health education and regulators.

Action taken to date

The following took place at the subgroup meeting on 11th December:

There was an update on the WRES. The group was keen to be involved in the consultation and development of the Standard, the governance of which would remain with the EDC. The group were supportive of the proposals to carry out research into the experience of disabled staff and sexual orientation monitoring, and how this would inform the development of a Workforce Equality Standard.

The group received an update on the mandating of the Equality Delivery System in the standard NHS contract, and considered links with local government and the role it has to play with EDS implementation. The national organisations have agreed to update on how they might adopt and implement EDS2

The group discussed its draft work plan. A full copy is appended to this paper for the EDC's information. The work plan complements that of the National Equality and Diversity Sub-Group of the staff council, and there are two shared members of each group. NHS Employers are also carrying out some complementary work with HR Directors in London, and this will be shared at the next meeting. The group identified priorities in the work-plan.

The group has two standing items; Values Based recruitment; and Talent Management. Both of these are going well, however more work is needed to ensure that the Talent Management Programme is fully representative.

More information about the London Apprentice Scheme to encourage more people from different protected groups to become non-executive directors will be shared at the next meeting.

Current position

Attendance at the last meeting was much better than it has been. There is still a gap in representation from provider organisations, and NHS England will work with NHS Employers to secure this.

It is understood that all the organisations involved are carrying out many 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.

NHS England has been carrying out an internal review exercise of the remit and membership of the EDC that included talking to a spread of EDC members. It was not deemed appropriate for the Leadership & Workforce Subgroup to consider wider public consultation and engagement on the EDC, prior to the completion of NHS England's review. The Subgroup is content to consider wider engagement on the EDC following feedback and recommendations from both NHS England's exercise and the 30 January meeting of the Council.

Key risks

Improved attendance at the meeting has mitigated the key risk of poor attendance jeopardising the work of the group. It is still essential that provider representation is sought for the group.

Next steps

- Begin to implement work plan, and develop a communications plan for the group's work.
- Assist development and communication of the WRES and mandating the Equality Delivery System.
- Ensure that the group is aware of all relevant work taking place in the wider NHS to reduce duplication.

Recommendation and action requested

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

Jan Sobieraj and Danny Mortimer
On behalf of the Leadership and Workforce Subgroup
January 2015