

## Equality and Diversity Council Meeting Paper

30 October 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. Its main priorities are Talent Management, Values Based Recruitment, and it hopes to play an integral role with any development of a Workforce Race Equality Standard.

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 CCG reference group, and two patient advocates.

This was the fourth meeting of the group.

#### Action taken to date

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

There was a discussion about proposed development of a Workforce Race Equality Standard. The group was keen to be involved in the consultation and development of the Standard, the governance of which would remain with the EDC. It was proposed that in light of this, this group provide two reports to the EDC, one on the WRES, and one on the other work of the group.

The group received an update on the Trust Development Authority (TDA) Apprentice Scheme to support the recruitment of BME Non-Executives on Trust Boards. The group was keen to learn more about this works as it complements the WRES very well.

The group considered a report from the Health and Social Care Information Centre, which showed that completeness of data on the NHS Workforce varies from 55% for disability, sexual orientation and religion or belief to 96% for ethnicity. It was proposed that improving data would be one of the group priorities, and that good practice case studies be considered to highlight the importance of good quality data as part of a national campaign.

The group agreed that it should link with other national groups looking at equality and diversity in the workplace such as the National E&D Sub-Group of the Staff Council. It would form a complementary work plan and establish a communications plan to share its work with a wide audience.

The group noted positive progress with the rollout of the Talent Management Toolkit and would ask HEE to provide an update on the Value Based Recruitment project

## **Current position**

The group is still recruiting members, and has a gap in representation from provider organisations. NHS Employers have agreed to look into this. It is particularly keen to see regular representation from HEE, and the CQC. A PHE representative has been identified.

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.

## **Next steps**

Ensure robust membership and attendance

Assist in consultation and development of the WRES and mandating the Equality Delivery System.

Ensure there are not too many conflicting work streams around workforce issues, and that the group work and communications plan complements other work being carried out.

Consider how to improve workforce data across all protected groups as part of the work of the

## **Recommendation and action requested**

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

**Jan Sobieraj**  
**On behalf of the Leadership and Workforce Subgroup**  
**October 2014**