

## Equality and Diversity Council Meeting Paper

28th July 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. The group is in the final stages of developing an integrated work plan which includes a focus on employing disabled people and increasing the employment of people with learning disabilities within the NHS. It will maintain a focus on Talent Management.

Membership comprises system leaders from across the NHS, including Trades' Union partners, health education and regulators.

#### Action taken to date

The following took place at the subgroup meeting as it continued to consider its work plan, and to ensure that there were substantial links and deliverables with the emerging work plan of the EDC. The work plan complements other similar streams of work, rather than duplicate them, for example the national Equality and Diversity Sub-Group of the Staff Council. The outcomes of the work plan will be:

- Staff have an equally positive experience of working within the NHS irrespective of protected characteristic;
- A leadership and workforce representative of the communities served and which supports equality improvement; Nationally and locally, NHS at all levels should reflect the society it seeks to care for;
- Protect, maintain and sustain the health and well-being of the NHS Workforce.

The LWG discussed the research into the experiences of disabled staff in the NHS workforce, commissioned by NHS England and carried out by Middlesex and Bedfordshire Universities. A full paper containing the group's recommendations has been submitted to the EDC separately. It is anticipated that the Learning Disability work will form an integral part of this work, albeit that it will be a self-contained strand. This work has significant synergy with the leadership and workforce elements of the newly mandated Equality Delivery System – EDS2.

The group spent time considering the workforce data available from the Health and Social Care Information Centre (HSCIC) for all NHS staff across England. It has tasked one of its members with carrying out an in depth analysis of the data to report back to the next meeting. This will highlight all areas where data gathering is weak so that it can inform a campaign to be conducted by in partnership with Trades' Union colleagues highlighting the importance and relevance of data capture so that it improves across all protected groups to support future workforce planning and development.

## **Current position**

Attendance at the meeting has improved considerably with most organisations having deputies if the main member is unable to attend. There are one or two gaps in attendance which is being addressed by the joint chairs.

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.

## **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 there is buy in from all national organisations to help move the work plan forward.

## **Next steps**

- Continue to implement work plan as an essential part of EDC work plan and EDS2 implementation.
- Ensure robust governance for work to improve the experience of disabled people in the NHS in England and the work to employ more people with learning disabilities in the NHS.
- Consider how we can support the wider NHS to gather better data across all protected characteristics.
- Ensure that the group is aware of all relevant work taking place in the wider NHS to reduce duplication.

## **Recommendation and action requested**

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

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