

Equality and Diversity Council Meeting Paper

28 April 2015

Leadership and Workforce Subgroup Update

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 have been Talent Management and Values Based Recruitment, but 2015-16 will see a shift in focus to 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.

Background

The following took place at the subgroup meeting on 24th March:

The group had an extensive discussion about its work plan. One of the intentions of the work plan is that it 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 experience of working with within the NHS does not differ by Protected Group;
- A leadership and workforce representative of the communities served and which supports equality improvement;
- Improved health and experience of the NHS Workforce;

As well as complementing work being carried out by other groups, with which there is some overlap of membership, the work also ensures that the LWG will have oversight of the work being done on WRES, and the leadership and workforce elements of EDS2 implementation.

Actions to achieve these outcomes will include

- Improving the data held on people with different protected characteristics throughout the NHS in England
- Promoting the Trust Development Authority's scheme to improve representation of people from different protected groups as Non-Executive Directors
- Working with the NHS Leadership Academy on Inclusive Leadership Programmes.

The LWG received two reports concerning improving the representation of disabled people in the NHS workforce, one of which detailed proposals to employ more people with learning disabilities, and one which outlined research that has recently been commissioned into the experience of disabled people in the workforce. The group agreed to support these pieces of work and receive regular updates. Both of them fully complement the work plan.

Current position

The meeting was very well attended. There is a gap in membership of a Care Quality Commission (CQC) representative, which NHS England is seeking to resolve. The CCG reference group has been unable to meet to feed into this group and alternative solutions are being sought to gain CCG views. Provider representation is still lacking.

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 provider representation is sought for the group, and that a way of seeking CCG views is found.

Next steps

- Continue to implement work plan, and develop a communications plan for the group's work.
- Work with NHS England to employ more people with learning disabilities in the NHS.
- Receive the research report into the experience of disabled people in the NHS workforce at the next meeting.
- 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 the actions carried out to date.

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