

Equality and Diversity Council

MINUTES

30 JANUARY 2014

14:00-16:30

SKIPTON HOUSE, LONDON

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

Agenda topics

EDC REMIT AND MEMBERSHIP REVIEW

JOHN HOLDEN

DISCUSSION/ CONCLUSIONS	<p>John Holden presented a paper summarising the findings of an NHS England review into the function, form, remit and membership of the EDC. The paper outlined evidence collected from the review, including the views of EDC members, and offered suggestions on how the Council's remit, membership and ways of working can be refreshed to meet some of the challenges identified. The EDC recorded its sincere thanks to Louise Corson for her excellent work in leading on the membership consultation and the production of the paper.</p> <p>A short video highlighting the added value of involving people with 'lived experience' in the EDC and on this agenda was shown. The video presented footage from the Manchester NHS Values Group. The NHS Values Summits have been designed as the 'people's council' of the EDC and there are legacy values groups' from which lived experience representatives can be drawn.</p> <p>Council members discussed the proposed recommendations at length. There was general agreement in relation to the following points:</p> <ul style="list-style-type: none"> • The core focus of the EDC should be upon 'equality and diversity'; consideration of health equalities issues should not be precluded, however the NHS England Equality and Health Inequalities Programme Board will provide the governance and oversight of the work programme for health inequalities; • The EDC should retain a core focus upon the NHS but maintain a read-across to and engage with social care in relevant pieces of work • EDC membership should be reduced by up to a third (particularly membership from NHS England). Membership should be examined for broader representation of staff groups and trade unions and lived experience representation. • A strategic review of the work programme for the EDC is to be instigated. Council members offered 'candidate' topics to be considered for inclusion into the EDC's work programme. A small number of Council members volunteered to be part of a 'task and finish group' to develop a draft work programme for EDC consideration at its April meeting; • Form will follow function and the EDC will review the composition, TOR and membership of its current sub groups once the areas of focus for the EDC have been determined.
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	<ul style="list-style-type: none"> • The secretariat role for the EDC needs to be shared across the EDC member organisations; • The appointment of a co-Chair (alongside the CEO of NHS England) for the EDC was welcomed.
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NHS WORKFORCE RACE EQUALITY
STANDARD UPDATE

RUTH PASSMAN

DISCUSSION/ CONCLUSIONS	<p>An update was provided on the ongoing work on the development and implementation of the NHS Workforce Race Equality Standard (WRES), including positive feedback relating to the inclusion of the WRES in the standard NHS contract from April 2015; the development of the WRES metrics; embedding WRES into the 'Well-led' domain of CQCs inspection regime; the establishment of a WRES technical working group; finalisation of the WRES Equality Analysis. It was highlighted that the WRES was complimentary to the EDS2, and that it was part of a wider programme of work focused upon improving workforce equality across the NHS.</p> <p>A paper outlining the proposed remit, criteria for selection, and membership of the WRES Advisory Group was presented. Furthermore, the plans to recruit Black and Minority Ethnic senior leaders to take an ambassadorial role in championing the WRES work, was outlined. It was agreed that the EDC should have a role in the recruitment of the Ambassadors, and that an invitation will be sent to EDC members to be involved in that process.</p>
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EDC SUBGROUP UPDATES

SUBGROUP CHAIRS

DISCUSSION/ CONCLUSIONS	<p>The EDC Subgroup papers were noted for information. Subgroup Chairs were invited to highlight any additional information:</p> <ul style="list-style-type: none"> • Jan Sobieraj (Leadership & Workforce Subgroup) – stated that the Leadership & Workforce Subgroup will be happy to take the lead on the workforce and leadership elements that will feature in the refreshed work programme for the EDC. • Tom Cahill (EDS2 Subgroup) – highlighted the detailed programme of work being undertaken to support the NHS prior to the inclusion of EDS2 in the NHS contract from April 2015 – including improving the consistency of EDS2 use and grading. Tom called for collaborative support to take forward the work of EDS2. • Ray Warburton (System Alignment Subgroup) – confirmed the natural closure of the Subgroup, having made progress on the work to embed equality within the key levers for providers and commissioners across the NHS. There is an outstanding piece of work relating to the inclusion of equality within the Annual Corporate Governance Statement – NHS Confederation is discussing proposals on this work with NHS England. Ray highlighted the need for system lead organisations to adopt a systematic approach to ensuring that equality is embedded within key NHS policy levers going forward. • Habib Naqvi highlighted the establishment of the virtual communications group consisting of representation from key national membership organisations. The group will help to ensure consistent and timely messaging to the wider system, of the work that the EDC is doing. <p>The Chair asked for a paper relating to the level to which equality features in CQC inspections – to be presented at the next meeting of the EDC.</p>
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
1. A 'task and finish group' made of EDC members to scope a proposal on the Council's future work programme	Ruth Passman	28 April 2015
2. An invitation to be sent to EDC members to be involved in the recruitment of BME WRES Ambassadors	Habib Naqvi	18 February 2015
3. A paper to be produced relating to the degree to which equality features in CQC inspections	Lucy Wilkinson	28 April 2015

DATES OF FUTURE MEETINGS	<ul style="list-style-type: none"> • 28th April 2015, 14.00–16.30 (Avonmouth House, London SE1 6NX) • 28th July 2015, 10.00–12.30 • 27th October 2015, 14.00–16.30 <p>Meetings to be held in London.</p>
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First name	Surname	Organisation	Comments / represented by
Gail	Adams	NHS Staff Council, Unison	Apologies
Richard	Barker	NHS England	Apologies
Ben	Bennett	National Institute for Clinical Excellence	Attended
Henry	Bonsu	Broadcaster	Apologies
David	Buck	The King's Fund	Represented by Mandip Kaur
Helen	Buckingham	Monitor	Apologies
Jabeer	Butt	NHS England/DH/PHE Strategic Partners	Attended
Tom	Cahill	Hertfordshire NHS Foundation Trust	Attended
Jane	Cummings	NHS England	Attended
Saffron	Cordery	Foundation Trust Network	Attended
Ian	Dodge	NHS England	Attended
Steve	Fairman	NHS Improving Quality	Apologies
Dr Amir	Hannan	Haughton Thornley Medical Centre	Attended
John	Holden	NHS England	Attended
Lyndsay	Rooney	HSCIC	Attended
Samih	Kalakeche	ADASS	Apologies
Paul	Martin	NHS England/DH/PHE Strategic Partners	Apologies
Charlie	Massey	Department of Health	Attended
Prof Lynn	McDonald	Middlesex University	Attended
Stephen	Moir	NHS England	Apologies
Danny	Mortimer	NHS Employers	Represented by Paul Deemer
Alyson	Morley	Local Government Association	Attended
Katherine	Murphy	Patients Association	Apologies
Dr Habib	Naqvi	NHS England	Attended
Prof James	Nazroo	University College London	Apologies
Ruth	Passman	NHS England	Attended
Dr Raj	Patel	Clinical Leaders Network	Attended
Dr Mark	Porter	British Medical Association	Represented by Hillary Lloyd
Anne	Rainsberry	NHS England	Represented by Helen Bullers
Janice	Scanlan	NHS Trust Development Authority	Attended
Jan	Sobieraj	NHS Leadership Academy	Attended
Simon	Stevens	NHS England	Attended
Gary	Theobald	Health Education England	Attended
Patrick	Vernon	Healthwatch England	Attended
Tony	Vicker-Byrne	Public Health England	Attended
Ray	Warburton	NHS Lewisham CCG	Attended
Rob	Webster	NHS Confederation	Represented by Joan Saddler
David	Wherett	Leeds Community Healthcare Trust	Represented by Monica Jacot
Lucy	Wilkinson	Care Quality Commission	Attended

Invited guests

First name	Surname	Organisation	Comments / represented by
Yvonne	Coghill	NHS England	Observer
Roger	Kline	Middlesex University	Observer