

Equality and Diversity Council Meeting Paper

**20 October 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 (EDC). The group has its own clearly delineated work stemming from the EDC workplan which was finalised in July 2015. It maintains 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 main focus of the meeting on 29th September was a discussion about the options for the development of a Workforce Disability Equality Standard which has been overseen by a Workforce Disability Task and Finish Group led by this sub-group and NHS England's Equality and Health Inequalities Unit. This has been presented to the EDC as a separate paper.

The group also had an in depth discussion about the analysis of workforce data provided by the Health and Social Care Information Centre (HSCIC) for all NHS staff across England. The analysis showed that lesbian gay and bisexual people are reluctant to disclose their sexual orientation, and that there is poor data on religion and belief other than Christianity. The LWG agreed that a number of steps need to be taken:

- Direct communication to remind the service why we need to gather the data, linking in to the expertise of organisations such as Stonewall, so that we can alleviate anxieties about disclosure;
- Consider how the data held on the Electronic Staff Record system aligns with the Staff Survey and see where the gaps are.
- Consider the self-service element of the Electronic Staff Record System and whether it could be better utilised by the wider NHS;

The LWG feel that resources will need to be allocated to this work to enable its success.

Other topics discussed included:

- An update on the Learning Disabilities work and the launch of the tool kit;
- An update on talent management.

Current position

Attendance at the meeting has improved considerably with most organisations having deputies if the main member is unable to attend.

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 deliver the work plan.

Next steps

- Continue to implement relevant elements of EDC work plan.
- 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
October 2015

[Members of the Leadership & Workforce Subgroup are: Jan Sobieraj (NHS Leadership Academy) and Danny Mortimer (NHS Employers) (co-chairs), Gail Adams (Unison), Alison Raw (DH), Paul Deemer (NHS Employers), Kate Milton (NHS England), Becki Meakin (Shaping Our Lives), Bernd Sass (Disability rights UK), April Brown (NTDA), Catherine Gregson (PHE), Neil Churchill (NHS England), Jo Vigor, John Newton (PHE), Stephen Moir (NHS England), Mohamed Jogi (NHS Employers), Nicola Lee (Unison), Suzie Bailey (Monitor), and Gary Theobald (HEE).]