

Equality and Diversity Council

MINUTES

28 JULY 2015

10:00-12:30

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

WELCOME AND INTRODUCTION

SIMON STEVENS

DISCUSSION/ CONCLUSIONS	Simon Stevens welcomed the new members of the Council that included 'lived experience' and staff-side representatives. He highlighted the success of the first NHS Windrush celebration event to commemorate the Windrush legacy and the diversity of the NHS. The event was held at St Thomas' Hospital, London on 17 June.
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'UNHEALTHY ATTITUDES' STONEWALL
REPORT

HABIB NAQVI

DISCUSSION/ CONCLUSIONS	<p>Habib Naqvi summarised the key themes and recommendations from the Stonewall "Unhealthy Attitudes" report on the experience of Lesbian Gay Bisexual and Transgender (LGBT) NHS staff.</p> <p>The Council noted that despite good inroads on LGBT equality in the NHS, inequalities still existed. Council members shared examples of ongoing activity promoting LGBT equality across the NHS. It was noted that a number of NHS organisations were in the Stonewall Top 100 Workforce Index for 2015, including a Nottingham NHS Foundation Trust as number one in the list. It was suggested by some EDC members that the Stonewall Health Equality Index could be looked upon when scoping a potential LGBT Workforce Equality Standard for the NHS.</p> <p>It was suggested that work to promote LGBT equality could be harnessed within the proposed two-year workplan for the EDC and profiled as a potential topic of consideration requiring national concerted effort via EDS2.</p> <p>It was agreed that a more substantive item on LGBT equality in the NHS will be scheduled for the next EDC meeting.</p>
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EDC WORK PROGRAMME AND
MEMBERSHIP REFRESH

JOAN SADDLER & JOHN
HOLDEN

<p>DISCUSSION/ CONCLUSIONS</p>	<p>Joan Sadder and John Holden presented a paper on the refresh of the EDC work programme and membership. Joan outlined the two-year (2015/16 – 2016/17) work plan for EDC, that included three strategic priority areas:</p> <ul style="list-style-type: none"> • Leadership, system and culture change • Workforce equality and patient equity • Lived experience and inclusion health <p>Council members acknowledged the good work that went into finalising the work programme. The work programme was adopted by the Council. It was noted that further work, led by respective EDC subgroups, will be necessary to consolidate the detail of the work programme.</p> <p>The Council re-iterated the importance of a strong communications element to help profile robust leadership in this area, to share examples of good practice and to make links with other national equality-related activities.</p> <p>John Holden noted that EDC membership had been reduced and the Council’s sub-group structure had been refreshed. It was also noted that people with ‘lived experience’ had been selected from the EDC NHS Values Summit legacy groups to join the EDC and inform the work of its sub-groups, and that staff-side membership on the EDC had been strengthened.</p> <p>It was agreed that the selection of a co-Chair for the Council should be deferred until October as the lived experience EDC members had taken up their positions and attended their first meeting. It noted that a co-Chair would be selected from one of the following categories:</p> <ul style="list-style-type: none"> • EDC representatives from the Strategic Partners Programme • Lived experience EDC representatives
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EMPLOYMENT OF PEOPLE WITH
LEARNING DISABILITIES IN THE NHS
WORKFORCE

KATIE ROBINSON

<p>DISCUSSION/ CONCLUSIONS</p>	<p>Katie Robinson provided an update on the programme supporting the employment of people with Learning Disabilities (LD) in the NHS workforce. It was noted that since the last EDC meeting (April 2015), the programme had been launched. The programme team is looking at ways of improving the quality of LD data as a filed within the Electronic Staff Record system. Katie welcomed the views of the Council on how we can maintain programme momentum going forward.</p>
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	<p>There was general acknowledgement that the programme team had undertaken a substantive piece of work in a short period of time. It was noted that sustainability is the key for this programme of work, and that NHS organisations will need to demonstrate real commitment to provide meaningful work for people with LD.</p>
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**DISABILITY RESEARCH PAPER AND
THE WORKFORCE DISABILITY
EQUALITY STANDARD**

**RUTH PASSMAN & PAUL
DEEMER**

DISCUSSION/ CONCLUSIONS	<p>Ruth Passman and Paul Deemer presented key findings of the NHS England commissioned research project exploring issues and measures that a Workforce Disability Equality Standard (WDES) may comprise. The focus of the proposed Standard would be to improve the experiences of staff with disabilities working within the NHS. The paper proposed the development of a WDES and its potential inclusion in the NHS standard contract.</p> <p>The Council discussed the paper and its recommendations. Key issues raised by Council members included the need to consider potential burden of additional standards, and the needs to reflect upon the merits and learning from the implementation of the Workforce Race Equality Standard (WRES), before embarking upon the development and roll-out of another workforce equality standard.</p> <p>It was also noted that all equality groups should be looked at as part of the wider programme of work on improving workforce equality across the NHS and that the WRES should be seen as the first step towards developing similar standards across the other equality groups.</p> <p>It was agreed that the Leadership and Workforce sub-group of the EDC and NHS England’s Equality and Health Inequalities Unit establish a task and finish group, drawing in external experts including Disability Rights UK, to develop and consult on a standard prior to its roll out across the NHS in England. It was decided that an options paper on the development of a WDES should be presented at the next meeting of the Council.</p>
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EDC SUBGROUP UPDATES

SUBGROUP CHAIRS

DISCUSSION/ CONCLUSIONS	<p>Papers providing an update on EDC sub-group activity were tabled at the meeting. The following points were noted:</p> <ul style="list-style-type: none"> • Jan Sobieraj noted that membership to the Leadership & Workforce subgroup was further strengthened and that all the organisations involved were carrying out a range of important work to help deliver on the leadership and workforce agenda; • Tom Cahill presented the EDS2 update and highlighted the importance of maintaining momentum and leadership support with
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	<p>regard to EDS2 use. It was noted that guidance to support local NHS organisations with community and voluntary sector engagement was being produced by the Race Equality Foundation and partner organisations in collaboration with NHS England.</p> <ul style="list-style-type: none"> • John Holden presented the Data Measurement sub-group update, highlighting the commissioning of the next phase for the development of the sexual orientation data monitoring Information Standard. The update also recommended the development of a combined Information Standard for the data monitoring of the other 8 equality groups. • The Inclusion Health sub-group paper was noted and welcomed.
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**WORKFORCE RACE EQUALITY
STANDARD UPDATE**

**YVONNE COGHILL & ROGER
KLINE**

DISCUSSION/ CONCLUSIONS	<p>Yvonne Coghill and Roger Kline provided an update on the implementation of the Workforce Race Equality Standard (WRES). Roger Kline reported on the July WRES baseline data publication date for NHS trusts, and noted that organisations across the country were in the process of responding to this deadline.</p> <p>It was noted that Yvonne and Roger had been appointed to head the WRES Implementation Team. They thanked the NHS England Equality and Health Inequalities Unit for bringing the WRES work to where it is.</p> <p>The WRES Strategic Advisory Group (SAG) had met twice to date, and that SAG has an away day scheduled in October to focusing on WRES strategy. The alignment of the WRES within the EDC was discussed; it was noted that Jabeer Butt is a member of both the EDC at the WRES SAG and provides a good connection between the two.</p>
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
1. Paper/discussion on NHS LGBT equality – to invite colleagues from Stonewall	Ruth Passman/Habib Naqvi	20 th October 2015
2. Outline the communications approach for the EDC	Ruth Passman & Habib Naqvi	20 th October 2015
3. Update on the selection of the EDC co-Chair	John Holden	20 th October 2015
4. Disseminate LD project tools for EDC members to provide feedback	Katie Robinson & Lela Kogbara	31 st January 2016
5. Produce an options paper for taking forward a Workforce Disability Equality Standard (WDES)	Ruth Passman	20 th October 2015

DATES OF FUTURE MEETINGS

- 20th October 2015 – 11:00-13:30
- January 2016 – date/time tbc
- 26th April 2016 – 11:00-13:30
- 26th July 2016 – 11:00-13:30

Meetings to be held in London.

Annex

Meeting of the Equality and Diversity Council – Attendance 28 July 2015

First name	Surname	Organisation	Attendance
Gail	Adams	NHS Staff Council, Unison	Yes
Elham	Atashkar	Lived experience representative	Yes
Dame Sue	Bailey	Academy of Royal Medical Colleges	Yes
Suzie	Bailey	Monitor	Represented by Jo Vigor
Lisa	Bayliss-Pratt	Health Education England	Apologies
Henry	Bonsu	Broadcaster	Yes
Jabeer	Butt	NHS England/DH/PHE Strategic Partners	Yes
Tom	Cahill	Hertfordshire NHS Foundation Trust	Yes
Saffron	Cordery	NHS Providers	Yes
Jane	Cummings	NHS England	Apologies
Andrew	Dillon	National Institute for Clinical Excellence	Apologies
Ian	Dodge	NHS England	Apologies
Steve	Fairman	NHS Improving Quality	Yes
Flora	Goldhill	Department of Health	Yes
Dr Amir	Hannan	Haughton Thornley Medical Centre, Hyde	Yes
John	Holden	NHS England	Yes
Isabel	Hunt	Health & Social Care Information Centre	Yes
Nicola	Jeffery-Sykes	Lived experience representative	Yes
Alistair	Lipp	NHS England	Apologies
Paul	Martin	Strategic Partners	Apologies
Prof Lynn	McDonald	Middlesex University	Apologies
Stephen	Moir	NHS England	Yes
Stewart	Moors	Lived experience representative	Yes
Danny	Mortimer	NHS Employers	Represented by Paul Deemer
Katherine	Murphy	Patients Association	Apologies
David	O'Brien	Lived experience representative	Yes
Mark	Porter	British Medical Association	Represented by Krishna Kasaraneni
Jon	Restell	Managers in Partnership	Apologies
Janice	Scanlan	NHS Trust Development Authority	Apologies
Jan	Sobieraj	NHS Leadership Academy	Yes
Simon	Stevens	NHS England	Yes

First name	Surname	Organisation	Attendance
Patrick	Vernon	Healthwatch England	Apologies
Tony	Vicker-Byrne	Public Health England	Yes
Ray	Warburton	NHS Lewisham CCG	Yes
Rob	Webster	NHS Confederation	Represented by Joan Saddler
David	Wherett	Cambridge University Hospitals	Apologies
Lucy	Wilkinson	Care Quality Commission	Yes

Invited guests

First name	Surname	Organisation
Yvonne	Coghill	NHS England
Roger	Kline	NHS England
Katie	Robinson	NHS England