

Equality and Diversity Council Meeting Paper

20 January 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

There were three main focuses to the meeting on 9th December:

- LWG Terms of Reference. These needed revision in the light of Jan Sobieraj's departure from the Leadership Academy. It was agreed that these be amended to ensure robust governance and accountability to the EDC. It was further agreed that Danny Mortimer approach the national leadership development group to nominate a co or vice-chair for the group. The group also agreed an action to ensure provider representation.
- Ensuring that the LWG work plan was closely linked to the EDC work plan and that it contained time bound streams of work which would help deliver on the EDC objectives. Paul Deemer (NHS Employers) and Kate Milton (NHS England) were tasked with revising the work plan to include timescales and outcomes were included.
- Workforce Disability Equality Standard (WDES). The group considered a project Plan which had been drawn up by NHS England to ensure a campaign of service action to prepare the NHS in England for the introduction of a WDES from April 2015. A project group would be formed which reports to the LWG to lead on this work. This would be co-chaired by Ruth Passman and Bernd Sass, and work would be undertaken to ensure that the standard included a work stream to promote disability as an asset. The group would comprise of management and staff-side colleagues, and people with lived experience of disability.

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.
- Implement the project plan to improve the experience of disabled people in the NHS in England.
- 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.

Danny Mortimer

On behalf of the Leadership and Workforce Subgroup

December 2015

[Members of the Leadership & Workforce Subgroup are: Danny Mortimer (NHS Employers) (co-chairs), Gail Adams (Unison), Alison Raw (DH), Paul Deemer (NHS Employers), Tracie Jolliffe (NHS Leadership Academy) 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).]