

Workforce Race Equality Standard (WRES) Strategic Advisory Group

MINUTES

17 JUNE 2015

13:00-15:00

HOUSE OF LORDS, LONDON

MEETING CALLED BY	WRES Strategic Advisory Group (Lord Kamlesh Patel, Interim Chair)
ATTENDEES	See annex
APOLOGIES	See annex
NOTE TAKER	WRES Secretariat
WELCOME & INTRODUCTIONS	Lord Kamlesh Patel

Agenda topics

CHAIR PERSON

LORD KAMLESH PATEL

DISCUSSION/ CONCLUSIONS	<p>Lord Patel explained the departure of the Group’s Chair, David Prior, due to his new portfolio of work with the Department of Health. Lord Patel stated that though David Prior would no longer be able to attend the Group, he nonetheless remained committed to this work and agenda.</p> <p>Discussion took place on the selection of the new Chair for the Group. It was felt that the new Chair should be someone within the NHS system with the presence and stature to instigate change. The following points were made:</p> <ul style="list-style-type: none"> • Lord Prior had suggested that Lord Victor Adebawale be the new Chair for the Group – it was stated that Lord Adebawale was keen and interested in the prospect of being the Chair. • It was also suggested that the new Chair of the Care Quality Commission (CQC), once in post, could be asked to continue this work as the CQC is one of the key organisations to drive the work forward. • It was noted that outgoing chair David Prior had had a conversation with Sir Keith Pearson and suggested that he might consider being Chair too. • The option of a joint Chair or Vice Chair for the Group was raised as a possibility – though clarity would be needed about co-chairs and associated responsibilities. • It was agreed that a selection process should be developed in order to secure a Chair (and Vice Chair) for the Group – invitation for applications to be sent to all group members.
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MATTERS ARISING

ALL

DISCUSSION/ CONCLUSIONS	<p>The following points were made and noted regarding the implementation of the WRES:</p> <ul style="list-style-type: none"> • It was acknowledged that the Advisory Group members require time to discuss and think about their role in the work around the WRES. • The focus of the WRES should go beyond the workforce focus, with the explicit inclusion of patient experience (care and safety). Other group members emphasised that the group should solely focus on workforce issues.
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	<ul style="list-style-type: none"> • Two versions of the Terms of reference were presented to the Group. One was the original ToR that the group was presented with at the last meeting, the second was ToR that the last chair Lord Prior had suggested. It was agreed that a detailed version of the Terms of reference will be developed by a small working group and finalised at the next meeting. • It was agreed that the Advisory Group will work with John Holden (NHS England and the responsible officer at NHS England) to set the direction for the newly forming WRES Implementation Team. • It was reported that the initial funding for WRES is for a two-year period. However, it was argued that the minimum of a 5-year action plan was needed, with long-term ambitions to change the culture of the NHS, using the values of the NHS Constitution as a driver to do so.
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WRES IMPLEMENTATION UPDATE

ROGER KLINE & YVONNE COGHILL

DISCUSSION/ CONCLUSIONS	<p>Roger Kline and Yvonne Coghill presented an update on WRES implementation. The following points were noted:</p> <ul style="list-style-type: none"> • The interviews for the WRES Implementation Team Leads posts (x2 posts) had taken place and that both Roger and Yvonne were successful in the application and interview processes. • John Holden is now overseeing the management of the WRES budget, and the two new post holders (who will manage the WRES Implementation Team) will report directly to him. • Other posts for the WRES Implementation Team (AfC 8d, 8c, 8a and administrator) will be advertised shortly. It was agreed that a letter should be sent to John Holden to call for the establishment of the Team as soon as possible. • A verbal report was given on work going forward within the system. A written paper would be updated and circulated • A number of WRES implementation workshops have been held across the country and the majority of NHS trusts will be in a good place to publish their WRES baseline data on 1st July 2015. CCGs and CSUs are also working well to give due regard to the WRES. • Work had commenced to scope examples of good practice in this area from across the country. However, it was noted that improvements in both communications and in the level of support provided to NHS organisations to help them implement the WRES was needed. • A formal launch of the WRES was highlighted, with the NHS Health & Social Care Expo (September 2015) being one potential forum for this. • It was requested that the business case for WRES be written on a one page document for the purpose of communications and support.
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AOB

DISCUSSION/ CONCLUSIONS	<p>A presentation on race and health was made by Professor David R. Williams, Harvard University. Presentation slides to be circulated.</p>
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
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Paper: SAG1

1. Development of job descriptions for the Chair and Vice Chair of the Group	Yvonne	Friday 26 th June
2. Letter to be sent to group members inviting them to attend Group meetings and to offer names for the Chair / Vice Chair	Yvonne	Friday 26 th June
3. Terms of Reference to be finalised	SAG members	End of July July 10 th
4. Letter to John Holden regarding the urgency of establishing the national WRES Implementation Team	Interim Chair	End of July
5. Development of a one-page document that highlights the business case for WRES	Roger/Yvonne	Friday 26 th June
6. Updating of the 3 month forward plan for circulation to all SAG members	Roger	July 3 rd July 6 th
7. Circulate Group meeting dates and dates for the planning and strategy session (July and September)	Yvonne	
8. Professor David R. Williams' presentation slides to be circulated to Group members	Yvonne	

DATES OF FUTURE MEETINGS	It was noted that the Group meeting dates for the full year ahead should be circulated so that Group members have dates in diaries well in advance. The next meeting will be held in October – date and venue to be confirmed.
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Annex

**Meeting of the WRES Strategic Advisory Group
Attendance 17 June 2015**

Present

Lord Kamlesh Patel	Chair, Bradford Hospitals NHSTrust
Jabeer Butt	Deputy Chief Executive Officer, Race Equality Foundation
Joy Warmington	Senior Trust Board Member, BRAP
Jacqueline Dunkley-Bent	Director of Nursing, NHS England Professor
Aneez Esmail	Professor of General Practice, University of Manchester
Professor Dean Fathers	Chair, Nottinghamshire Healthcare NHS Trust
Marie Gabriel	Chair, East London Foundation Trust
Poppy Jaman	Non-Executive Director, Public Health England
Sir Keith Pearson	Chair, Health Education England
Kate Nealon	Non-Executive Director, Health Education England
Professor Mala Rao	Public Health Consultant, Public Health England
John Restell	CEO, Managers in Partnership
Terry Roberts	Director of Workforce, Kingston Hospital NHS Trust
Dame Gill Morgan	Chair, NHS Providers
Rajan Madhok	Board member, Clinical Leaders Network

Apologies:

Lord Victor Adebawale	Non-Executive Director, NHS England
Dr Michelle Drage	CEO, London-wide LMCs
Danny Mortimer	CEO, NHS Employers
Sir Andrew Cash	CEO, Sheffield Teaching Hospitals NHS Trust
Baroness Joan Hanham	Chair, Monitor
Sir Peter Carr	Chair, Trust Development Agency
Sir Malcolm Grant	Chair, NHS England
Joanna Owen	Lawyer, Equality and Human Rights Commission

In attendance:

Yvonne Coghill	Interim WRES Implementation Team, NHS England
Roger Kline	Interim WRES Implementation Team, NHS England
Prof David R. Williams	Professor of Public Health, Harvard University
Ruth Passman	Head of Equality & Health Inequalities Unit, NHS England