

# Equality and Diversity Council

MINUTES 20 JANUARY 2016 14:00-16:00

WELLINGTON HOUSE,  
LONDON

<b>MEETING CALLED BY</b>	Equality and Diversity Council (John Holden deputizing for Chair)
<b>ATTENDEES</b>	See annex
<b>APOLOGIES</b>	See annex
<b>NOTE TAKER</b>	Ranjit Senghera
<b>WELCOME &amp; INTRODUCTIONS</b>	John Holden

## Agenda topics

	WELCOME AND INTRODUCTION	JOHN HOLDEN
<b>DISCUSSION/ CONCLUSIONS</b>	<p>John Holden welcomed EDC members and invited guests to the Council meeting.</p> <p>The minutes of the October meeting of the EDC were accepted as accurate.</p> <p>Paul Martin updated the meeting on the LGBT equality virtual task and finish group, which met on the 5<sup>th</sup> January 2016. The lack of resources was highlighted by the group, as a risk, which might have an impact on the delivery of the group. Communications regarding the Gay Conversion Therapy Memorandum of Understanding are currently being finalized.</p> <p>All other actions from the 20<sup>th</sup> October meeting were addressed in the respective EDC sub group paper updates.</p>	
	UPDATE ON EDC CO-CHAIR ARRANGEMENTS	JOHN HOLDEN
	<p>John welcomed Joan Saddler, as the newly elected Co-Chair of the EDC. Stewart Moors shared his personal perspective on the outcome of the vote. Joan acknowledged the comments made by Stewart, and reiterated the importance on working together and pushing for change. She stated that her initial focus would be on EDC governance and communicating the Council's work-plan and goals. Additionally there would be substantive items at each Council meeting with the next one considering both EDS and WRES progress 'one year on'. Joan reiterated the importance of lived experience input on all sub-groups; she also invited Elham to join the oversight group.</p>	

IS BRITAIN FAIRER? REPORT  
(OCTOBER 2015, EHRC)

REBECCA HILSEN RATH,  
VERENA BRAEHLER AND  
ANDREW NOCON

<p><b>DISCUSSION/ CONCLUSIONS</b></p>	<p>Rebecca Hilsenrath presented on the report '<i>Is Britain Fairer? : The state of equality and human rights 2015, (launched October 2015)</i>, the Commissions five yearly statutory report on equality and human rights progress in England, Scotland and Wales. The report was well received by government and informs the EHRCs three year strategic plan.</p> <p>Andrew Nocon summarized the reports key equality and human rights challenges and progresses from a health perspective :</p> <ul style="list-style-type: none"> <li>• The NHS being an employer of choice for diverse groups</li> <li>• Increased risk of poor mental health among adults in England, with high risk for people identifying as gay/lesbian/bisexual/other;</li> <li>• Black/African/Caribbean/Black British people had the highest rate of contact with specialist mental health services</li> <li>• The report also focused on other human rights concerns, relating to high profile inquiries into neglect and abuse for example the Francis report</li> </ul> <p>For healthcare, the <u>key areas of progress</u> highlighted in the report include:</p> <ul style="list-style-type: none"> <li>• a narrowing of the gender gap in life expectancy</li> <li>• a decrease in the proportion of men and women who currently smoke in England, and in men who exceed low-risk drinking guidelines</li> <li>• access to psychological therapies; and positive developments in the availability of high- quality mental health care.</li> </ul> <p>John Holden acknowledged the importance of the report and thanked Rebecca and colleagues for the presentation. The council members were given an opportunity to discuss the report findings. EHRC appreciated the response and feedback from EDC members, especially the calls for help and support into the deep dives and additional analysis.</p> <p>EHRC agreed with the suggestion on the need for greater lived experience input and the value of service user led evaluations that provide greater evidence of change. EHRC welcomed on-going dialogue with the system leader organisations which make up EDC and acknowledged the Council as having a catalyst role for change in terms of equalities performance in the NHS.</p>
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NHS LEARNING DISABILITY (LD)  
EMPLOYMENT PROGRAMME

KATIE ROBINSON & LELA  
KOGBARA

<p><b>DISCUSSION/ CONCLUSIONS</b></p>	<p>Lela Kogbara and Katie Robinson provided an update to EDC on the implementation of the NHS Learning Disabilities Employment</p>
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	<p>Programme and the survey to EDC members regarding employing people with learning disabilities. The programme has developed a range of tools and guidance for supporting organisations to employ people with learning disabilities. Over 50 organisations across the country have already signed-up to the NHS Learning Disability Employment pledge. NHS England is the only national EDC member signed-up to the pledge so far. Council members discussed the importance of leading the way on this agenda, and acknowledged that support is available to make this possible, and agreed to follow up in their own organisations to sign the pledge and develop action plans.</p> <p>The Council discussed ways to increase EDC Commitment and action on this initiative. Charities such as Remploy and Mencap can support to organisations to employ people with LDs. The NHS LD Employment programme has a range of LD champions, who are happy to talk to and help organisations to make this happen and also the programme can provide one to one sessions with any organisation. It was suggested that good practice around employing people with LD and in making reasonable adjustments be shared.</p>
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EDC SUBGROUP UPDATES

SUBGROUP CHAIRS

<p><b>DISCUSSION/ CONCLUSIONS</b></p>	<p>Papers providing an update on EDC subgroup activity were tabled at the meeting. The following points were noted:</p> <ul style="list-style-type: none"> <li>• The Leadership and Workforce sub group are currently revising their section of the EDC work plan. WDES is progressing well and working to align the work to the WRES. This working group for the WDES has lived experience representation from Disability UK.</li> <li>• Representation of lived experience members on EDC sub groups to be reviewed by co-chair alongside the proposed EDC Scorecard.</li> <li>• EDS 2 sub group. Jabeer Butt, REF provided an update on the recently produced EDS2 Guide on engagement with the Community and voluntary sector. Jabeer suggested it is important for EDC members to be part of the official launch.</li> <li>• Data monitoring sub group. John Holden highlighted to EDC, the need to get a sponsor to the unified information standard, as EDC unable to progress the next stages of work without a sponsor. John Holden to discuss sponsorship of the unified information standard with DH.</li> <li>• Inclusion health sub group reported on the Quick Wins report and keen to keep EDC engaged in the developments of the report and programme of work. Lived experience members requested that the inclusion health/LE agenda is embedded in the wider agenda of the EDC and sub groups. Action: as part of the EDC work plan, all EDC sub groups to ensure people with lived experience are engaged with the sub group work.</li> </ul>
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	<ul style="list-style-type: none"> <li>Communications sub group is consulting on the EDC communications strategy. It has also developed the EDC Forward View, which highlights the key communication messages from the EDC work plan. The EDC communications group now has pooled communications support from EDC members.</li> </ul>
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WORKFORCE RACE EQUALITY  
STANDARD UPDATE

ROGER KLINE

<b>DISCUSSION/ CONCLUSIONS</b>	<p>Roger Kline provided an update on the implementation of the Workforce Race Equality Standard (WRES). He informed the Council that there WRES team recruitment has been completed. There is a sense of getting traction on the system, moving from why the standard is necessary to how we can make a change by adapting to local organisational needs.</p>
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
1. All EDC members to review the EHRC report priorities and challenges make the connections on the agreed priorities and work in partnership with EHRC to make it happen.	EHRC with EDC members	ongoing
2. LD Employment Programme: EDC members to follow up in their own organisations to sign the pledge and develop and action plan.	EDC members	March 2016
3. Share information about the EDS2 guidance launch event	Jabeer Butt	March 2016
4. Agree sponsor for Unified Information Standard	John Holden and Flora Goldhill, DH	March 2016
5. Action as part of the EDC work plan, all EDC sub groups to ensure people with lived experience are engaged with the work of their sub-group.	EDC Sub-Group Chairs	March 2016
6. EDS 2 and WRES to present to EDC on 'One year progress since mandating the work in the NHS Standard Contract'	Roger Kline and Tom Cahill	March 2016
7. Memorandum of Understanding on Gay Conversion Therapy to be circulated to EDC Members.	Ranjit Senghera & Michail Sanidas	March 2016
8. EDC WorkPlan scorecard to be drafted to monitor performance against the WorkPlan	EDC secretariat with Co-chair	March 2016

<b>DATES OF FUTURE MEETINGS</b>	<ul style="list-style-type: none"> <li>• 10<sup>th</sup> May 2016 – 14:00-16:00</li> <li>• 26<sup>th</sup> July 2016 – 14:00-16:00</li> <li>• 18<sup>th</sup> October 2016 - 14.00 – 16.00</li> <li>• 24<sup>th</sup> January 2017 – 14.00 – 16.00</li> </ul> <p>Meetings to be held in London.</p>
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## Annex

### Meeting of the Equality and Diversity Council – Attendance 20 January 2016

First name	Surname	Organisation	Attending
Gail	Adams	NHS Staff Council, Unison	Apologies
Elham	Atashkar	Lived Experience Greater Manchester NHS Values Group	Apologies
Dame Sue	Bailey	Academy of Royal Medical Colleges	Yes
Suzie	Bailey	Monitor	Yes
Lynn	Berry	Lived Experience Greater Manchester NHS Values Group	Yes
Lisa	Bayliss-Pratt	Health Education England	Yes Accompanied by Ruth Auton
Henry	Bonsu	Broadcaster	Apologies
Jabeer	Butt	Strategic Partners (Race Equality Foundation)	Yes
Tom	Cahill	Hertfordshire NHS Foundation Trust	Apologies
Saffron	Cordery	NHS Providers	Yes
Jane	Cummings	Chief Nursing Officer	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 Centres, Hyde	Yes
John	Holden	NHS England	Yes
Isabel	Hunt	Health & Social Care Information Centre	Yes
Wendy	Irwin	Royal College of Nursing	Yes

First name	Surname	Organisation	Attending
Tracie	Jolliff	NHS Leadership Academy	Yes
Alistair	Lipp	NHS England	Yes
Paul	Martin	Strategic Partners (LGBT Foundation)	Yes
Prof Lynn	McDonald	Middlesex University	Yes
Stephen	Moir	Head of Profession: Human Resources	Yes
Stewart	Moors	Lived Experience Greater Manchester NHS Values Group	Yes
Danny	Mortimer	NHS Employers	Yes Represented by Paul Deemer
Katherine	Murphy	Patients Association	Yes
David	O'Brien	Lived Experience Greater Manchester NHS Values Group	Apologies
Mark	Porter	British Medical Association	Yes
Jon	Restell	Managers in Partnership	Yes
Joan	Saddler	NHS Confederation	Yes
Liz	Sayce	Healthwatch	Yes
Janice	Scanlan	NHS Trust Development Authority	Apologies
Simon	Stevens	NHS England	Apologies
Tony	Vickers-Byrne	Public Health England	Yes
Ray	Warburton	NHS Lewisham CCG	Yes
David	Wherett	Cambridge University Hospitals	Represented by Monica Jacot
Lucy	Wilkinson	Care Quality Commission	Yes

In attendance/invited guests

First name	Surname	Organisation
Rebecca	Hilsenrath	Equality & Human Rights Commission
Dr Verena	Braehler	Equality & Human Rights Commission
Andrew	Nocon	Equality & Human Rights Commission
Katie	Robinson	NHS England
Lela	Kogbara	NHS England
Stephen	Lightbown	NHS England

<b>First name</b>	<b>Surname</b>	<b>Organisation</b>
Roger	Kline	NHS England
Ranjit	Senghera	NHS England
Ruth	Passman	NHS England
Michail	Sanidas	NHS England
Elliott	Westhoff	NHS England

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