

Providing national leadership to shape and improve healthcare for all

Equality and Diversity Council Meeting Paper

10th of May 2016

Leadership & Workforce Subgroup Update

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 work plan 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.

EDC Theme and objective (s) the paper links to

Theme 1: Inclusive workplaces - Creating inclusive workplaces through; **Key Goals** : Delivery of a successful culture change programme co-produced with staff and patients

Theme 3 : Eliminating discriminatory practice by; **Key Goals:** Increase employment opportunities and **Key Goals** the employment of people with learning disabilities in the NHS (with increased numbers of PLDs in NHS)

Key Summary Milestones

- Terms of reference for the group to be reviewed, co or vice-chair for the group to be sourced. The group also agreed to better acknowledge the role of voluntary sector partners in the group and to ensure provider and CCG representation.
- Work plan. Whilst the group were generally content with the work plan – it was felt that greater detail needed to be added in terms of timescales, outcomes and accountabilities.
- Workforce Disability Equality Standard (WDES). The group considered a project plan which had been drawn up by NHS England a project group has been formed which reports to the LWG to lead on this work.

Actions taken to date

There were three main focuses to the last meeting on 22nd March 2016:

LWG terms of reference. It was agreed that these be amended to ensure greater clarity on the role and objectives of the group – and better connectivity within the wider system. Danny Mortimer agreed to seek a co or vice-chair for the group. The group also agreed to better acknowledge the role of voluntary sector partners in the group and to ensure provider and CCG representation. Revised terms of reference will be circulated to the full EDC once agreed.

Work plan. Whilst the group were generally content with the work plan – it was felt that greater detail needed to be added in terms of timescales, outcomes and accountabilities. The need for greater alignment with national inclusive leadership programmes and associated research was also identified. A revised work plan will be circulated to the full EDC once this has been achieved.

Workforce Disability Equality Standard (WDES). The group considered a project plan which had been drawn up by NHS England and their strategic partners to ensure a campaign of service action to prepare the NHS in England for the introduction of a disability equality standard from April 2017. A project group has been formed which reports to the LWG to lead on this work. This is co-chaired by Ruth Passman and Bernd Sass, and work will be undertaken to ensure that the standard includes a work stream to promote disability as an asset. The group comprises 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. The appointment of a co or vice chair will aid this process.

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. The role of the LWG is therefore very much to co-ordinate, encourage collaboration and provide advice to system leadership.

Key risks

Improved attendance at the meeting and clarity on the terms of reference have both mitigated against the key risk of poor attendance jeopardising the work of the group. It is essential that there is ongoing buy in from all national organisations to help deliver the work plan.

Next steps

- Continue to implement relevant elements of the EDC work plan.
- Continue to support the development and implementation of the workforce disability equality standard.
- Continue to co-ordinate and collaborate with relevant health and social care national bodies and organisations to improve the collection, collation and analysis of data across all protected characteristics
- Support work across the system to promote a more inclusive and representative workforce for health and social care

Recommendation and action requested

The EDC to note the work of the sub group and the actions carried out to date.

Name of the chair of the sub group: Danny Mortimer

Name of the sub group: Leadership and Workforce Subgroup

May 10th 2016

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