

Equality and Diversity Council Meeting Paper

26 July 2016

Leadership and 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 **Key Goals:** Delivery of a successful culture change programme co-produced with staff and patients

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

Key Summary Milestones

- Terms of reference for the group have been agreed.
- Work plan. A detailed work plan is still being developed by the group which will take account of the structural changes across the system since April 2016 and include clear outcomes with associated timescales and accountabilities.
- Workforce Disability Equality Standard (WDES). The group has agreed a project plan to take this work forward – which aligns with the associated strand of work being led from NHS England on increasing employment opportunities for people with learning disabilities.

Actions taken to date

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

Workforce Race Equality Standard (WRES). The group were given a comprehensive update by Roger Kline on the WRES – and agreed how to align that work with the work plan of the group. They also agreed the importance of national bodies (especially those represented on the EDC leading by example and completing the WRES for their own staff.

Work plan. The group agreed that a detailed work plan – taking account of the recent structural changes and accountabilities across the system – needed to be developed. 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 and possible mandating of a disability equality standard from April 2017. Importantly, this work is now also being closely aligned to the NHS England work on increasing employment opportunities for people with learning disabilities. A supplementary paper and draft timeline is attached – EDC04A and EDC04B.

Current position

As above. No further update.

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

26th July 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), Helen Buckingham (NHS Improvement) and Gary Theobald (HEE).