

Providing national leadership to shape and improve healthcare for all

Equality and Diversity Council Meeting Paper

18 October 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(s) 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 : 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 – specifically in regards the work of NHS Improvement, Health Education England and the Leadership Academy
- 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.
- LGBT action plan. The group has recently (September 2016) agreed to take on the governance of the task and finish group established by the EDC to take forward this work.

Actions taken to date

There were three main focuses to the last meeting on 5 September 2016:

Talent Management. The group agreed that a detailed, system-wide strategy is required and NHS Improvement, Health Education England and the Leadership Academy will be working up the same for our next meeting in December. A full update and possible presentation to the full EDC may follow once this has been achieved.

LGBT action plan. The group were introduced to – and welcomed – the addition of this work to the LWG. The action plan will be circulated and the LWG will ensure that this work is integrated into the wider work of the group.

WDES. Following the EDC's recommendation that the WDES be mandated from April 2018, with a preparatory year during 2017-18, a revised timeline has been prepared and is attached, Paper EDC 04A. WDES workshops will take place in each region during the week commencing 17th October 2016, as part of the consultation on the NHS Standard Contract. A full report with feedback from these events will be submitted to the next meetings of the Leadership and Workforce sub group and EDC.

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 above.

Name of the chair of the sub group: Danny Mortimer

Name of the sub group: Leadership and Workforce Subgroup

September 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).