

Equality and Diversity Council Meeting 30 January 2018

Leadership capacity and capability: Progress report

Background and purpose

As a key area of focus within the refreshed EDC work programme, this workstream aims to oversee and support the development and delivery of strategic work on inclusive leadership capability and capacity across the NHS. This paper provides an update on progress to date.

Progress summary

The task and finish group for this workstream is being established. Terms of Reference for the group have been drafted, the objectives of which include the following:

- Identify and prioritise action on 2-3 most pressing issues in relation to the leadership and inclusion agenda (those raised at EDC include: bullying and harassment; talent management; succession planning; disproportionate disciplinary action)
- Take proactive steps in addressing the selected areas of focus, in a collaborative and strategic way
- Provide advice and expertise in assuring the inclusion agenda is embedded within leadership development across the NHS
- Share replicable good practice, and develop strategic partnership working, on leadership capability and capacity across the NHS
- Ensure work undertaken is innovative, creative and is underpinned by the latest evidence

Invited membership of the time-limited group, to date, represents relevant system-wide organisations and forums, and includes experts in the field of healthcare leadership:

- NHS Leadership Academy
- NHS Employers
- NHS England
- Department of Health
- Public Health England
- Health Education England
- Care Quality Commission
- NHS Improvement
- NHS staff and staff side representation

Key points to consider and next steps

1. Initial meeting of the group has been scheduled where the work programme and key deliverables will be agreed.
2. There is a need to focus on alignment between the three EDC workstreams.

Recommendation and action requested

The EDC is asked to note progress to date.

Marie Gabriel
January 2018