

NHS EQUALITY AND DIVERSITY COUNCIL MEETING

Date/Time: Wednesday 18th April 2018, 13.30 – 16.00

Location: Skipton House, London

MINUTES

RECORD OF MEETING

1. Welcome, Introductions and Apologies

- 1.1 Joan Saddler (JS), Co-Chair, welcomed members to the meeting. The following apologies were received: Adam Sewell-Jones, Lisa Bayliss-Pratt, Jane Cummings, Andrew Dillon, Sara Gorton, Lee McDonough, Kathy Roberts, Sam Everington, Simon Stevens, Tony Vickers-Byrne, Wendy Irwin and Neil Churchill
- 1.2 JS welcomed David Wilkinson, University Hospitals of Morecambe Bay NHS FT, Paul Martin, LGBT Foundation and Peter Molyneux, South West London and St George's Mental Health Trust.

2. Minutes of the last meeting and actions (EDC01)

- 2.1 The minutes of the EDC meeting held on Tuesday 30 January 2018 were approved without any amendments. All actions had been taken forward or tabled at this meeting for an update.

3. Matters arising

- 3.1 Kevin Holton (KH) informed the Council that a meeting had taken place between NHS England and trade union representatives to discuss violence, harassment and abuse against NHS staff. A significant amount of work is currently taking place, and is being built into existing work programmes. Unison has published good practice guidance in this area
- 3.2 Updates are required on the EDC strategic map document and it was highlighted that each task and finish group has discrete objectives, and is therefore time-limited. It was announced that Dominic Dodd, Chair at the Royal Free London Hospital, will be leading on the 'Embedding levers and accountability' task and finish group.

Supporting system architecture

4. EDS2 refresh (EDC02)

- 4.1 EDC members discussed the purpose of the refresh and realignment of EDS2 with the current policy priorities and system architecture. It was agreed that work was needed to help NHS leaders gain an understanding of why EDS2 should be implemented.
- 4.2 It was noted that NHS England's Board has committed to tackling health inequalities, and that Steve Powis, NHS England Medical Director, is keen to connect with the work being delivered by the EDC. Melanie Walker highlighted that further support for refreshing EDS2 is require from NHS England.
- 4.3 Members were reminded of the original purpose of EDS2, as an improvement tool to help organisations with their work on equality and diversity across all nine protected characteristics. Habib Naqvi confirmed that EDS2 was designed as 'a national tool for local adaptation' **ACTION: Healthwatch England to share learning and insight of implementing EDS2**
- 4.4 JS asked members how the three work streams being delivered by EDC can engage with the public. Healthwatch England and the Patients Association suggested they shared what work they have already done and recommunicate their findings with the

public. The Health and Wellbeing Alliance has also conducted similar conversations with the public and are happy to do the same. **ACTION: Healthwatch England/Patients Association/Health and Wellbeing Alliance to host an engagement event to speak with the public.**

4.5 JS shared feedback she has received, which requested that the EDS matrix has minimal alterations. JS would like key local and regional people involved in the refresh. Rob Webster agreed to engage with the refresh, from an STP alignment perspective.

5. Sexual orientation monitoring information standard implementation (EDC03)

5.1 Paul Martin provided an overview of the progress of the Sexual Orientation Monitoring (SOM) Information Standard implementation programme and informed the members of the programmes current status and issues and challenges that it faced to gain traction with the system. Peter Molyneux described his experiences of speaking with a range of patients and staff about their sexual orientation and impact that has had on access to services, treatment and as staff working within the NHS. Whilst the SOM was a good start this and associated work programmes such as the development of the E-learning modules will not solve the core issues, as it requires a significant culture change.

5.2 CQC acknowledged that more can be done in this area. There was broad support from members of the EDC but more leadership was required from NHS England and other ALBs and Government departments in this area. It was noted that the BMA has recently held events with GPs to identify and address some of the issues faced by the community.

5.3 Members agreed that the forthcoming review of SOM, and the broader work programme going forward on this agenda, and with various event such as PRIDE in some areas, should be used as an opportunity to show leadership in this area and to articulate the importance of identifying a person's sexuality and the potential benefits this brings to treatment, outcomes and employment. It was highlighted that EDC should encourage the registering on and completion of the two e-learning modules, hosted by Health Education England and also the NHS England team should look with key stakeholders of opportunities to re-enforce important messages in this area. **ACTION: Health Education England to circulate links and information for SOM e-learning module and NHS England team to develop an outline communications plan for wider engagement.**

5.4 Peter Molyneux requested that EDC continue to work on SOM, but added that a lever is required for delivery. He highlighted that the CQC has a key role to play and should continue to use inspections as a lever. Peter suggested that understanding issues should be done via patients and staff engagement, of which he is happy to support. Paul Martin requested further concerted focus from the EDC on this agenda and workstream.

5.5 KH informed members that the SOM related action plan, that was in place previous to July 2017, will be revisited, and a wider discussion about the plan will take place which will include engagement with other ALBs. **ACTION: NHS England to review SOM action plan**

Enabling Leadership Capacity and Capability

6. Leadership capacity and capability group (EDC04)

6.1 Marie Gabriel provided a progress report on the development of the Leadership Capacity and Capability Group. Marie informed members of programmes that are increasing BME representatives on NHS Boards, making Boards and senior leaders more accountable on workforce race equality, and a focus on Talent Management were key areas of focus for the group. She noted that this work also aligned with, and complimented, the existing WRES workplan.

7. Developing leadership and capacity to deliver inclusion (EDC05)

7.1 David Wilkinson and Liesje Turner presented information on their trust, and the journey in becoming a leading trust within diversity. They showed the impact of implementing standards and frameworks, alongside changing people's perceptions and the working environment.

8. Workforce Race Equality Standard (WRES) ALB data (EDC06)

8.1 Habib Naqvi and Owen Chimenbiri presented the 2017 WRES data for six national healthcare bodies: Care Quality Commission, Health Education England, NHS England, NHS Digital, NHS Improvement and Public Health England. The data highlighted a number of areas for improvement for the ALBs and data quality was a key issue. Actions, next steps and good practice were presented. **ACTION: A more detailed WRES item to be tabled at the July meeting.**

Embedding levers and accountability

9. Levers and Accountability Task and Finish Group (EDC07)

9.1 Lucy Wilkinson, alongside Fran Tinsley and Charlie Graham presented data showing inequalities surround access to Cancer and Mental Health treatment. Information on the LGBT+ communities is very limited for Cancer, whereas data for the same group surrounding mental health is plentiful. An action plan is required to understand how gaps highlighted will be addressed, in line with the Five Year Forward View. JS asked for specific issues to be highlighted for improvement. Member suggested that the data should be broken down further, by illness. It was also suggested that misdiagnosis should be taken into consideration. Rob Webster volunteered to support Lucy with the delivery of this. **ACTION: CQC/ South West Yorkshire Partnership NHS Foundation Trust to highlight specific areas for focus with regard to this workstream.**

10. Any other Business

10.1 JS highlighted a number of emerging current affairs issues that have the potential to affect the work of the EDC. **ACTION: EDC members to think about how the EDC can respond to emerging current affairs issues that may affect the work of the EDC**

Agreed as an accurate record of the meeting	
Date:	
Name:	Simon Stevens Joan Saddler
Title:	EDC Co-Chairs

Attendance for Equality and Diversity Council meeting

18 April 2018

First name	Surname	Organisation	July 2017	Oct 2017	Jan 2018	April 2018
Adam	Sewell-Jones	NHS Improvement	Y	N	Y	N
Amy	Leversidge	Staff Council	N	Y	Y	Y
Andrew	Dillon	National Institute for Clinical Excellence	Y	Y	N	N
Anthea	Mowat	BMA	Y	D	Y	Y
Danny	Mortimer	NHS Employers	N	N	Y	Y
Ellen	Armistead	CQC	N	N	N	Y
Emma	Rigby	Health and Wellbeing Alliance	N/A	N/A	Y	Y
Imelda	Redmond	Healthwatch England	Y	Y	N	Y
Isabel	Hunt	NHS Digital	Y	Y	Y	Y
Jane	Cummings	NHS England	N	N	N	N
Joan	Saddler	NHS Confederation	Y	Y	Y	Y
Kathy	Roberts	Health and Wellbeing Alliance	N/A	Y	Y	N
Lee	McDonough	Department of Health	Y	D	N	N
Lisa	Bayliss-Pratt	Health Education England	Y	Y	D	D
Liz	McAnulty	Patients Association	Y	D	D	N
Marie	Gabriel	East London NHS Foundation Trust	Y	Y	Y	Y
Melanie	Walker	Devon Partnership NHS Trust	Y	Y	N	Y
Neil	Churchill	NHS England	N/A	Y	Y	Y
Ray	Warburton	NHS Lewisham CCG	Y	Y	Y	Y
Rob	Webster	South West Yorkshire Partnership NHS Foundation Trust	N	Y	N	Y
Sam	Everington	Tower Hamlets CCG	N/A	Y	Y	N
Sara	Gorton	Social Partnership Forum- Unison	Y	N	N	N
Simon	Stevens	NHS England	Y	Y	Y	N
Tony	Vickers-Byrne	Public Health England	N	N	N	N
Wendy	Irwin	RCN	Y	Y	Y	N
Yvonne	Coghill	NHS England	Y	N/A	Y	Y

Guests and EDC secretariat

First name	Surname	Organisation	
Paul	Deemer	NHS Employers	Attended
Kevin	Holton	NHS England	Attended
Stuart	Moore	Health Education England	Attended
Habib	Naqvi	NHS England	Attended
David	Wilkinson	University Hospitals of Morecambe Bay NHS FT	Attended
Paul	Martin	LGBT Foundation	Attended
Peter	Molyneux	South West London and St George's Mental Health Trust	Attended
Lucy	Wilkinson	CQC	Attended
Gaynor	Walker	NHS England	Attended
Frances	Tinsley	CQC	Attended
Charlotte	Graham	CQC	Attended