

## EQUALITY AND DIVERSITY COUNCIL MEETING

**Date/Time:** Tuesday 30 January 2018, 13.00 – 15.30

**Location:** Avonmouth 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: Ellen Armistead, Lisa Bayliss-Pratt, Jane Cummings, Andrew Dillon, Sara Gorton, Liz McAnulty, Lee McDonough, Imelda Redmond, Melanie Walker and Rob Webster.
- 1.2 JS welcomed Emma Rigby as the second representative from the Health and Well-being Alliance. Emma is the CEO of the Association for Young People's Health, representing the Young People's Health Partnership. JS also introduced the three guests at the meeting: Banji Oyebanji and Michael Pantlin from Barts Health NHS Trust and Joe O'Grady from the Countess of Chester Hospital.

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

- 2.1 The minutes of the EDC meeting held on 30<sup>th</sup> October 2017 were approved without any amendments. All actions had been taken forward or tabled at this meeting for an update.

#### Supporting system architecture

#### 3. EDS2 refresh (EDC02)

- 3.1 Habib Naqvi provided an update on the EDS2 refresh process, which is aiming to ensure that the framework is aligned to current policy priorities for the NHS, and the emerging healthcare architecture. As chair of the workstream, Melanie Walker will be meeting with key system leaders to gauge views and input. An initial design of the refreshed framework will be tabled at the July 2018 EDC meeting. EDC members stressed the importance of aligning EDS2 with key policy levers and for it to be part of a support package to the emerging Accountable Care Organisations.  
It was agreed that a copy of the EDS2 engagement report, produced by NHS Employers in 2017, will be forwarded to EDC members. **Action: NHS Employers**
- 3.2 EDC members discussed whether EDS2 should be an improvement tool that can be used flexibly at a local level, or something that organisations can be assessed against more rigorously in relation to their equality performance. It was agreed that this issue can be further explored with the System Architecture Task and Finish Group.  
It was also agreed that NHS Improvement should be invited to the System Architecture Task and Finish Group. **Action: EDC secretariat**

#### 4. Staff experience and patient satisfaction (EDC03)

- 4.1 Yvonne Coghill, Habib Naqvi and Kevin Holton led the item on the link between staff experience and patient satisfaction. Commissioned by the WRES team, recent and updated research by Professor Jeremy Dawson identifies factors of staff experience that are pertinent in predicting patient experience including staff perceptions of unequal treatment and discrimination. The effects for BME staff specifically indicate that the extent to which an organisation values its minority staff is a good barometer of how well patients are likely to feel cared for.
- 4.2 Kevin Holton provided an overview of the ongoing NHS England Whistleblowing Support

Scheme and Staff Experience Work Programme. This includes developing a framework for Commissioning for a Positive Staff Experience, Code Lavender to support staff that have experienced a traumatic work shift, digital stories on staff experience, and supporting Freedom to Speak Up in primary care organisations.

- 4.3 The Council discussed ways of contributing to the staff experience agenda: the importance of data quality across the system was highlighted and it was agreed that the System Architecture Task and Finish Group should consider how to enable organisations to use this data better in order to improve their performance. **Action: System Architecture Task and Finish Group**
- 4.4 It was suggested that a possible focus could be on BME medical staff and disproportionate BME staff disciplinary action in the NHS. Showcase the experience of staff from diverse groups within Digital Stories. **Action: NHS England**
- 4.5 It was also stressed that staff experience of violence is a key indicator of predicting quality of patient and staff experience. It was agreed that meeting with trade union colleagues could take place to focus on this area of work. **Action: NHS England to organise meeting with trade union colleagues**
- 4.6 It was also noted that the System Architecture Task and Finish Group should be up and running by next EDC meeting. **Action: EDC secretariat**

## **Enabling Leadership Capacity and Capability**

### **5. Leadership capacity and capability group (EDC04)**

- 5.1 Marie Gabriel provided a progress report on the development of the Leadership Capacity and Capability Group. A meeting is scheduled in early February to agree the work programme and key deliverables. EDC members stressed the importance of staff and trade union representation at the group. It was noted that the Group would review its terms of reference and finalise its membership and workplan by the next meeting. **Action: Leadership Task and Finish Group**

### **6. Inclusive leadership (EDC05)**

- 6.1 Michael Pantlin and Banji Adewumi provided an overview of supporting inclusive leadership at Barts Healthcare, and how the trust has developed a talent management and career development programme for BME staff. EDC members had an opportunity to reflect on how organisations are engaging with staff to facilitate and implement change. The London HR Directors Network was flagged up as an example where a region-wide WRES strategy has been developed that includes a focus on disproportionate BME disciplinary action across the London trusts. The importance of sharing examples of replicable good practice in this area across the system was noted. **Action: WRES team and Leadership Task and Finish Group**

### **7. Workforce Race Equality Standard (WRES) progress and 2017 data for NHS trusts (EDC06)**

- 7.1 Yvonne Coghill provided a progress update on the WRES. The discussion also included a summary of the NHS trusts data against the 9 WRES indicators. Yvonne Coghill formally thanked Habib Naqvi, Neil Churchill and Marie Gabriel for their continued work and leadership support on the WRES.
- 7.2 The WRES team has been working with EDC members and key stakeholders on the NHS70 and Windrush Celebrations. An awards ceremony celebrating the contribution of BME staff over the last seven decades will take place in Manchester on 12 June. EDC members were encouraged to attend.
- 7.3 EDC members discussed the importance of diverse NHS boards. It was noted that the number of board appointments of people from diverse backgrounds had been falling

since the demise of the Appointments Commission. It was agreed that the Council should build on the Diversity Board work taking place in London and Yorkshire. An update should be provided at the next Council meeting, focusing on solutions to support more diverse boards. **Action: NHS Improvement / NHS Employers / Leadership Task and Finish Group**

## **Embedding levers and accountability**

### **8. Levers and Accountability Task and Finish Group (EDC07)**

8.1 Joan Saddler presented the proposed terms of reference for the Embedding Levers and Accountability Group. The Group chair and membership is to be determined. EDC members provided feedback on the terms of reference and scope of the Group. It was noted that the group had secured some analytical capacity through CQC. It was agreed that the Group be established and to finalise its work. **Action: EDC secretariat / Levers and Accountability Task and Finish Group**

### **9. Workforce Disability Equality Standard (WDES): NHS standard contract and timetable (EDC08)**

9.1 Leander Neckles provided an overview of key WDES developments. The revised NHS standard contract for 2017-19 sets out that NHS Trusts and Foundation Trusts will be subject to the WDES in the first year of its roll-out.

9.2 The contract includes revised reporting timescales for the WDES metrics; this will no longer be March 2019, but August 2019. There will be further consultation in 2018 about extending the scope of the WDES beyond NHS Trusts and Foundation Trusts.

9.3 EDC members discussed the ways in which they would be involved with the consultation.  
It was agreed that EDC members will be invited to WDES regional engagement events taking place in March 2018 **Action: WDES team to invite EDC members**

9.4 It was agreed that a detailed WDES item would be tabled at a future EDC meeting  
**Action: EDC secretariat**

### **10. Any other Business**

10.1 EDC discussed how links could be established with local NHS staff networks. It was noted that University of York is currently conducting a mapping exercise of all LGBT staff networks; a report on BME staff networks and good practice has been produced by the WRES team and will be published shortly.  
It was proposed to look into the feasibility of having a national map/database of all staff networks to ensure they are part of the local #NHS70 and associated celebrations.  
**Action: NHS England**

10.2 The co-chairs asked that attendance and apologies for EDC meetings be available as a projected PowerPoint slide at the beginning of the meeting **Action: EDC secretariat**

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

### 30 January 2018

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

**Guests and EDC secretariat**

First name	Surname	Organisation	
Banji	Adewumi	Barts Health NHS Trust	Attended
Jessica	Britton	NHS England	Attended
Paul	Deemer	NHS Employers	Attended
Kevin	Holton	NHS England	Attended
Tracie	Jolliff	Leadership Academy	Attended
Stuart	Moore	Health Education England	Attended
Leander	Neckles	NHS England	Attended
Habib	Naqvi	NHS England	Attended
Joe	O'Grady	Countess of Chester	Attended
Michael	Pantlin	Barts Health NHS Trust	Attended
Michail	Sanidas	NHS England	Attended
Lucy	Wilkinson	CQC	Attended
Clare	Woodward	BMA	Attended