

NHS EQUALITY AND DIVERSITY COUNCIL MEETING

Date/Time: Wednesday 16th January 2019, 15.30 – 17.00

Location: Avonmouth House, Avonmouth Street, 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: Danny Mortimer, Nigel Acheson, Sam Everington, Gaynor Walker, Imelda Redmond, Sarah Gorton, Melanie Walker.
- 1.2 JS welcomed Professor Jeremy Dawson (University of Sheffield), Dominic Dodd (Royal Free London NHS FT) and Dinesh Napal (BMA). In addition, the new regional representatives were welcomed to the meeting: Soomitra Kawal (Midlands and East), David King (Midlands and East), Valerie Richards (London), Lynne Carter (North).

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

- 2.1 The minutes of the EDC meeting held on were approved with the following amendments.
- Paragraph 8.3 it should read Equality and Human Rights Commission rather than Equality and Human Rights Council
 - Paragraph 8.6- recommendations would be shared with SS

3. Matters arising

- 3.1 None

Supporting system architecture

4. EDS2 refresh

- 4.1 Item deferred.

5. NHS Long Term Plan

- 5.1 Kevin Holton provided an update on the implementation of the Long Term Plan. Implementation plans are being developed and are expected to be published in the Spring. The plans include a range of ambitions, some that need to be implemented nationally and some locally, including the requirement for systems to report on how they will be addressing health inequalities over the 5-10 year time period for the LT Plan. Specific recommendations relating to workforce equality had been included in the LT Pan such as roll out of the WRES and WDES and the development of a workforce strategy to be implemented by the soon to be appointed Chief People Officer.

5.2 The Council discussed how it could contribute to the successful implementation of these plans. It was agreed that members would engage with any post LT Plan activity as appropriate.

Enabling Leadership Capacity and Capability

6. Leadership capacity and capability group

6.1 Council members had an opportunity to reflect on how the Leadership, Capacity and Capability workstream had already successfully fed into the development of the workforce programme as set out in the LT Plan, and various members of the workstream had sat on, or where continuing to be involved with, the various workforce strategy working groups post publication.

7. Workforce race equality and PM challenge- WRES evaluation (EDC03) and WRES Strategy (EDC04)

7.1 Yvonne Coghill provided an update on the Workforce Race Equality Standard (WRES). She thanked the council on its leadership and support of the WRES and how it has highlighted race equality across the health sector. A suite of new WRES documents has now been published. This includes the latest WRES data, strategy, quality improvement and race report. The data shows that there is a move in the right direction although things will not change overnight.

7.2 In terms of next steps WRES is now build into the LTP. Accelerated action is required and this should be linked with Government action around Race Equality. Work is underway on the future ambitions and what these ambitions would look like for individual organisations. It was also noted that national ALBs should role model those aspirations.

7.3 Council members welcomed the focus on leadership and talent. It was suggested that joint up approaches are welcome to support organisations – for example, London trusts are lagging on the WRES indicators and are working together to provide a London-wide solution.

7.4 Professor Jeremy Dawson provided an overview of the initial findings of the WRES evaluation. Initial analysis suggests that process indicators such as shortlisting/ appointment and disciplinary ones are those that have improved the most. The indicators from the Staff Survey are those that are slower to improve- these indicators are reflective of the culture of the organisation. It was noted that focus on race equality can also drive improvements for all other protected characteristics.

7.5 Joan Saddler thanked the WRES team on behalf of the Council for all their hard work over the past few years.

Embedding levers and accountability

8. Embedding levers and accountability (EDC06)

8.1 Dominic Dodd and Adam Sewell Jones presented the paper on the way forward for the Embedding levers and accountability workstream. The purpose of this workstream is to consider how national accountabilities and levers should be reconfigured so that commissioners and providers can address inequalities in

mandated areas such as cancer and mental health. The aim would be to have clear goals to national standards, an effective mechanism to share good practice and clear consequences when organisations doing a good or a not so good job.

8.2 The following issues were raised by the council members:

- The quality of data might be an issue especially for some protected characteristics such as sexual orientation and gender identity. Some providers will be better than others at using the available data. The importance of leadership on setting up national markers and getting inequalities data on the agenda for Boards and members of staff was reinforced.
- The importance of co-production was flagged up to support this agenda
- It was suggested that analytical capacity might be an issue for some CCGs but they should strive to work together across ICS areas.
- The Council members reflected on the importance of expanding beyond the nine protected characteristics and looking at the impact of intersectionality or other factors such as immigrant status and multiple deprivation
- There is an opportunity to aggregate local performance data at a national level. National aggregate measures would support disaggregation of the data by protected characteristic
- In terms of health inequalities, the NHS should work closely with the local authorities. A national drive is necessary to support smart interventions and improvement at a local level over the next five years.

8.3 It was agreed that Kevin Holton and Neil Churchill would work with the Embedding levers and accountability group to take forward the recommendations identified in the paper that was tabled at the meeting

9. Any other Business

9.1 None

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