

Equality and Diversity Council Meeting 18 April 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 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 has been established and has met twice. Terms of Reference for the group have been agreed, the objectives of which include the following:

- Identify and prioritise action on the most pressing issue(s) in relation to the leadership and inclusion agenda
- 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 good practice, and develop strategic partnership working, on NHS leadership capability and capacity

Following appraisal of potential areas of focus, the agreed priorities relate to:

- Aspirational targets – BME representation at senior and board level across the NHS, and the forecasting of aspirational targets
- Supporting the delivery of aspirational targets – e.g., ensuring:
 - an effective Talent Management strategy for the system;
 - fit-for-purpose accountability and appraisal processes;
 - capacity for the monitoring of progress, and
 - sharing of replicable good practices and processes.

Key points to consider and next steps

1. Key deliverables and timeframes will be agreed at the May meeting of the task and finish group.
2. The above is aligned to, and helps deliver, the Workforce Race Equality Standard (WRES) strategy. The task and finish group will consider the state of play with regards to other protected characteristics, and appropriate action for them.
3. There is a need to focus on alignment between similar workstreams and programmes of work that exist across the national healthcare bodies.

Recommendation and action requested

The EDC is asked to note progress to date.

Marie Gabriel
April 2018