

NHS EQUALITY AND DIVERSITY COUNCIL MEETING

Date/Time: Wednesday 1st May 14.00 – 16.00

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: Soomitra Kawal, Melanie Walker, Sam Everington, Ellen Armistead, Danny Mortimer, Marie Gabriel, Ray Warburton, Habib Naqvi, Yvonne Coghill, Dominic Dodd, Sarah Gorton, Andrew Dillon, Helena McKeown, Gaynor Walker
- 1.2 Isabel Hunt asked that her appointment as a trustee to the RNIB be noted on the minutes and this appointment does not present any conflicts of interest with her role on the EDC

2. Minutes of the last meeting and actions (EDC02)

- 2.1 The minutes of the previous EDC meeting were approved

3. Matters arising

- 3.1 None

Supporting system architecture

4. NHS Long Term Plan

- 4.1 Kevin Holton provided an update on the Long Term Plan. Implementation plans are being developed and are expected to be published in the Spring. The plans will 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. There were specific recommendations in the LT Plan on E&HI, and some linked commitments. There were also specific commitments relating to workforce equality 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 (CPO).
- 4.2 There were other strands of work being undertaken post LT Plan including the alignment between NHS England and Improvement, the establishment of the CPO Directorate, and the newly formed NHS Assembly. In the light of these changes it was an opportune time to start to review the governance and terms of reference for the EDC and future work programmes.
- 4.3 In discussion the following points were raised:
- There needs to be a clear narrative for the system setting out the relationship between equality and health inequalities
 - Some form of organogram would be useful to set out the relationship between the various elements of the LT Plan relating to E&HI, responsibility for each of the areas and what the expectations are of the system

- On the menu of evidence-based interventions we need to ensure that this resource not only picked up formal evidence for a range of clinical interventions, but it should also allow for the collection of evidence for effective interventions for many of the Inclusion Health groups, even if this is weaker
- There needs to be a clear commitment to supporting the role out of the WDES
- There is significant amount of work taking place that has links to HI reductions that aren't necessarily being picked up post LT Plan but would make a positive impact on reducing HI, for example the recent procurement of drugs to help eradicate Hep C
- Kevin Holton agreed to provide a link for the E&HI impact assessment for the LT Plan to members in the minutes (<https://www.england.nhs.uk/publication/the-nhs-long-term-plan-equality-and-health-inequalities-impact-assessment/>)

5. NHS Assembly

5.1 Joan Sadler (as NHS Assembly member), Neil Churchill and Simon Stevens reflected on the first meeting of the Assembly. The following points were raised:

- There is very diverse membership with service users, front line staff, academics and a significant level of expertise on E&HI with the potential to make links with EDC
- The work programmes and ways of working will be set by the members and co-chairs of the Assembly as will what and how communications are managed in and after meetings
- It is important that the EDC is sighted on the work flowing from the Assembly and that members feed comments and ideas through Joan prior to her attending future meetings, especially as the Assembly develops its workplan

Enabling Leadership Capacity and Capability

6. NHS Leadership Academy Diversity Mapping

6.1 Stephen Hart and Tracie Jolliff presented the work from the NHS Leadership Academy entitled *Reach and Impact on Inclusion*. In discussion the following points were raised:

7. Leadership appointments and NHS England consultation (EDC06)

7.1 Joan Saddler advised the meeting that given the potential changes to primary legislation following the publication of the LT Plan this was an opportunity to submit proposals to address the regression in the appointment of diverse and inclusive leadership by making suggested changes to the legislation covering the oversight of senior NHS appointments to Boards and senior positions. In discussion the following points were made:

- Members should start to develop a strong narrative outlining the need for changes to the legislation to support the principle for either an independent body to be established, or to build a requirement for oversight of appointments within any new or merged organisation

Embedding levers and accountability

8. Embedding levers and accountability

8.1 Adam Sewell Jones advised the EDC that further discussions had taken place between the working group and Kevin Holton following the last meeting and Lucy Wilkinson had joined the working group to support delivery of the HI elements of the LT Plan lead by nursing directorate in NHS England. Lucy had also fed some of the outputs from the working group into the work being led by Mike Richards on his review of screening. Recognising the existing budgetary constraints there were three options:

- Carry on the work of the sub-group – this would require resources
- Stop the work and hand the baton to NHS England
- Undertake further work locally by engaging with a few ICSs to test different approaches to help deliver reductions in HI.

8.2 In discussion:

- Rob Webster said that he would be eager to work with the group in his locality
- The working group should look to have further discussions with Kevin and Neil as NHS England develops their implementation strategy, and that these discussions should start prior to the next meeting of the EDC

9. Any other Business

9.1 Kevin Holton briefly presented the outcome from the engagement with EDI leads and with service users/patients by experience. It was agreed that further engagement activity should take place with the system, and that when engaging with service users/patient groups there should be a clear rationale and ask, especially given the extensive engagement already taking place with groups through activity such as with the Youth Forum and others.

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