

Meeting Title	Board of Directors		
Date	10 November 2022	Agenda item	Bo.11.22.11

Strategic Equality and Diversity Council November 2022 Update

Presented by	Mel Pickup – Chief Executive Officer		
Author	Ruth Haigh, EDI Manager and Kez Hayat, Head of Equality, Diversity and Inclusion		
Lead Director			
Purpose of the paper	<p>The purpose of this report is to:</p> <p>Update the Trust Board on the work of the Equality and Diversity Council and provide an overview of the key areas of focus since our last update in July 2022.</p>		
Key control	Identify if the paper is a key control for the Board Assurance Framework		
Action required	To note		
Previously discussed at/ informed by			
Previously approved at:	Academy/Group	Date	

Key Options, Issues and Risks

The Trust's Equality and Diversity Council (EDC) has a remit for both workforce and wider health inequalities in the district and continues to meet quarterly.

Our July 2022 report gave an overview of the last EDC meeting which took place on 9th June 2022. Since our last report EDC met on 14th October 2022.

As agreed at the May 2021 Trust Board a regular update will be provided on the progress of EDC and any areas for discussion or approval.

Analysis

Having a strategic Equality and Diversity Council chaired by the CEO, puts the Trust in a strong position of influence and action. We have good infra-structure and strong foundations in place which will enable us to improve our performance and advance equality, diversity and inclusion across the Trust both for our diverse workforce and our diverse patients and communities across the district.

Our staff equality networks who bring a range of knowledge and powerful lived experience are key members of EDC. The Trust has engaged well over the last year with members of our staff equality networks who are now actively influencing the equality agenda at EDC meetings. Specific agenda time has been allocated to all three networks at each meeting and this will remain in going forward. EDC recognises and acknowledges the important work of our staff networks and ensures they have a clear voice at this strategic meeting.

EDC are working closely with the BTHFT Strategy & Integration team in developing a Health Inequalities action plan and are keenly monitoring the progress of key areas of work both within and outside the Trust to measure progress and identify/ share best practice.

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Recommendation
<p>It is recommended that the Trust Board:</p> <ol style="list-style-type: none"> 1. Note the contents of this report 2. Support the proposed areas of work identified in section 3.1

Risk assessment						
Strategic Objective	Appetite (G)					
	Avoid	Minimal	Cautious	Open	Seek	Mature
To provide outstanding care for patients			g			
To deliver our financial plan and key performance targets			g			
To be in the top 20% of NHS employers					G	
To be a continually learning organisation				G		
To collaborate effectively with local and regional partners					G	
The level of risk against each objective should be indicated. Where more than one option is available the level of risk of each option against each element should be indicated by numbering each option and showing numbers in the boxes.	Low		Moderate	High	Significant	
	Risk (*)					
Explanation of variance from Board of Directors Agreed General risk appetite (G)						

Benchmarking implications (see section 4 for details)	Yes	No	N/A
Is there Model Hospital data relevant to the content of this paper?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Is there any other national benchmarking data relevant to the content of this paper?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Is the Trust an outlier (positive or negative) for any benchmarking data relevant to the content of this paper?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Risk Implications (see section 5 for details)	Yes	No
Corporate Risk register and/or Board Assurance Framework Amendments	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Quality implications	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Resource implications	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Legal/regulatory implications	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Diversity and Inclusion implications	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Performance Implications	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Regulation, Legislation and Compliance relevance
<p>NHS Improvement: (please tick those that are relevant)</p> <p> <input type="checkbox"/> Risk Assessment Framework <input type="checkbox"/> Quality Governance Framework </p> <p> <input type="checkbox"/> Code of Governance <input type="checkbox"/> Annual Reporting Manual </p>
Care Quality Commission Domain: Well Led
Care Quality Commission Fundamental Standard: Good Governance

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NHS Improvement Effective Use of Resources: People			
Other (please state):			
Relevance to other Board of Director's academies: (please select all that apply)			
People	Quality	Finance & Performance	Other (please state)
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1	PURPOSE/ AIM
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The purpose of this report is to:

- Update the Trust Board on the work of the Trust' Equality and Diversity Council and provide an overview of the key areas of focus since our last update in July 2022.

2	BACKGROUND/CONTEXT
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- 2.1 There are a number of national levers and drivers that give us a clear direction for delivering equality, diversity and inclusion. These include the legal framework, the NHS constitution, including our contractual obligations namely, on race, disability and gender equality. Furthermore there is significant focus on improving population health inequalities with focus on our role as an acute hospital in reducing these inequalities.
- 2.2 The Trust has significant policy and practice in place in line with the above legislative requirements and has been reported to the Trust Board previously in terms of the Trust's performance and progress. Kez Hayat, Head of Equality, Diversity & Inclusion will provide an Equality Diversity & Inclusion update to Trust Board in November 2022. EDC also receive regular reports and updates on the Trust's performance on equality, diversity and inclusion.
- 2.3 The Role, Remit and Purpose of EDC**
- 2.4 The overall vision for EDC is 'to advance workforce equality and tackle wider health inequalities with the district.
- 2.5 The role and purpose of EDC is to enable the Trust Board to identify its responsibilities for the Diversity and Inclusion agenda and provide strategic direction, leadership and support for promoting and maintaining equality, diversity and inclusion across the Trust.

EDC will maintain a strategic overview of the Trust's Diversity and inclusion agenda/objectives ensuring these are fit for purpose and aligned with local, regional & national priorities for EDI, with a view to assessing their adequacy to provide a positive working environment for staff, to enable the provision of high quality care and good clinical outcomes for patients and communities.

2.6 EDC Membership

Membership of EDC has been carefully selected to ensure the representation of EDC reflects the wider core-functions of the Trust including external system partners who have a remit in tackling health inequalities. This membership is continually reviewed to ensure we have the right people present at each meeting.

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- 2.7 The chair of EDC shall be the CEO who has also been assigned as the Executive Sponsor for Diversity and Inclusion across the Trust and also is the Trust Lead for health inequalities within the District.
- 2.8 The Trust's three staff equality networks. The Race Equality Staff Inclusion Network (RESIN), Enable and LGBT+ networks are all represented at EDC which ensures that our staff networks have a voice at this strategic meeting but more importantly they are actively influencing the Trust's Diversity and Inclusion agenda.
- 2.9 Jon Prashar and Sughra Nasir are assigned as dedicated Non-Executive Directors who attend EDC on a regular basis.
- 2.9 EDC will work to bring people and organisations together to realise the vision for a personal, fair and diverse health and care system, where everyone counts and NHS values are brought to life. It helps improve the access, experiences and health outcomes for all patients and communities, and to support us to become a more inclusive employer by making full use of the talents of our diverse staff and the communities we serve.

3 PROPOSAL

- 3.1 Summary of agenda items and actions arising from EDC since the last Trust Board update provided in July 2022.

A range of areas are currently being explored by EDC and since its inception a range of agenda items and discussions have taken place.

The table below captures some of the discussions from the meeting which took place on 14th October 2022.

Notes of EDC Meeting – 14th October 2022

Health Inequalities Progress Update

Naveed Saddique, Service & Business Development Manager provided EDC with an update on their work to develop an action plan to tackle health inequalities at BTHFT. They have devised a template "Health Equity Assessment" tool (based on an NHSE template) which provides actionable insights around tackling health inequalities (in terms of outcomes, access and experiences) and are working with the Business Intelligence/ Performance team to ensure a joined up approach to data analysis.

Naveed outlined some of the ongoing work with departments across the Trust, including the development of an e-learning module (based on an existing module developed by Health Education England). The team have so far engaged with four CBU's (Head & Neck, Stroke, Digestive Diseases and Specialty Medicine) which has identified there is currently a low awareness and understanding around health inequalities, however they have received some really positive feedback from the sessions they have run and General Managers have been keen for staff to complete the health inequalities training module once staff have settled into the recent organisational wide re-structure. Next steps will be to undertake further communications drive within CSU's, trial and implement the e-learning module and recruit health inequalities ambassadors across the Trust.

This ongoing work was welcomed by EDC members and the presentation generated lots of discussion around the power and impact of real lived stories and how we utilise these more effectively to create

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understanding and influence positive change.

Place & System based approach to Equality Diversity & Inclusion

Zahra Niazi, Strategic EDI Lead for the Wellbeing Board gave a presentation outlining the Equality, Diversity & Inclusion approach in the district, including vision, aims, principles, priorities, governance structure/ membership and and some of the workstreams they are testing (focussing on leadership, workforce, communities and service design). Zahra gave an overview of some of the engagement and feedback and insight into how we align with the city wide priorities going forward. Zahra's presentation was informative and well received by EDC who agreed that co-ordination and alignment will be 'key' in going forward.

Zahra emphasised on some of the issues identified through the engagement work of low levels of "social trust" in some communities and feelings of being treated unfairly by large organisations (including the NHS) in Bradford. John Holden agreed to work with Zahra and Shak Rafiq to identify ways to overcome some of these challenges. Karen Bentley confirmed 'social trust' will be a focus for the refreshed patient and public involvement strategy.

Health Inequalities Waiting List Analysis

Paul Rice introduced a presentation by Carl Stephenson, Associate Director of Performance and Neil Scott, Head of Business Intelligence outlining our approach and some of the ongoing work the Trust is undertaking to both improve patient data collection (improving understanding in clinical area's around the importance of accurate data collection), and how we are working on complex analysis of patient data/ waiting list data (against data about the local population) to improve our performance for disadvantaged groups aligning to the Core20plus5). The presentation outlined our aims in using this data to take intelligent steps in tackling health inequalities and measuring improvements in terms of outcomes, experience and access for disadvantaged groups. In particular, they have been looking to address DNA rates for those in identified disadvantaged groups and to improve care pathways for these groups (equity of access). They are starting to see an improvement in 'time to treatment' for 'Core20plus 5' groups and have begun work to look more closely at initial referral to treatment pathways.

EDC were interested in how empowering the data can be and the impact of this in driving improvement and access. Future engagement with clinical colleagues and with the community around this data will provide additional insights into how we can reduce these inequalities further.

Race Equality Staff Inclusion Network Update

RESIN had their first network meeting since their official relaunch on 31st Aug. They are working on a 12 month work plan which will take into consideration key festivals and diversity events. Raquel gave thanks to everyone for the success of the Filipino celebration event and emphasised how much that meant to the Filipino staff. Mel reaffirmed her thanks to all our Filipino staff and how pleased she was to have been involved in such an uplifting event. With the bar set high RESIN's next celebratory event is being planned for 19th October to celebrate Black History Month (in partnership with Freedom to speak up). The network also shared their new logo with EDC members.

Enable Staff Network Update

Enable had their first network meeting since their re-launch on 31st August. They reported lots of activity ongoing, with particular emphasis on developing the WDES innovation fund project (with funding from NHSE). The network shared the very poignant lived experience video that has been developed to raise the profile of disability equality across the Trust and which shows BTHFT as a compassionate and inclusive employer. The video is to be used nationally as a model for good practice and received a fantastic response from EDC members. Sonia Sarah, EDI Manager is working with the network to produce an accompanying photography exhibition to be officially launched alongside the video in December as part of a system wide disability event. Plans are being finalised

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for the event which is due to take place from 5th to 9th December. Enable also shared their new logo for the network.

LGBT+ Staff Equality Network Update

Abbie Wild (Chair of the network) cited a busy few months for the LGBT+ network, with a really quickly established strong core network, there are now key members who are really invested in progress and have already been nominated for a staff award. The network are currently developing their social media presence sharing messages that reflect a thriving and busy network and encouraging others to join both virtual and face to face meetings. The network are planning the Rainbow Badge re-launch for 25th November (in Sovereign lecture theatre) and are working with Healthy Minds young apprentices who will share a visual display at the launch event.

The network received their first external complaint in the summer where a lack of presence at Bradford Pride had been noted. EDC recognised the importance of the organisations role in supporting the network and in representing the Trust as a whole at events such as Pride. There was also agreement that steps should be taken to agree a budget for each of the networks to support this kind of work.

The network are keen to work collaboratively with other organisations and have linked up with the Rainbow network at Airedale and the LGBT sounding board (patient representatives) and are currently working with the EDI team and key partners to review the Trans Equality policy. They are also adapting an inclusive pregnancy disclaimer to be used in the Trust.

Another issue raised was the difficulty in including pronouns on e-mail signatures which the EDI team are now exploring with the IT infrastructure team to resolve.

There was some discussion around issues of harassment & bullying (particularly those of muslim faith, who had shared their experiences in a recent network meeting) and the importance of not just providing support and signposting but the importance of actively tackling incivility. EDC recognised the challenges still faced by some LGBT+ people and the impact and sensitivity of different cultural and religious norms and the organisational responsibility to unpick some deep seated beliefs. Mel affirmed the importance of networks in escalating specific issues, sharing lived experience (confidentially) and influencing action and follow up. The LGBT+ network also shared their new network logo and comms.

EDI Strategy

Due to the fantastic level of enthusiasm and discussions generated at EDC there was insufficient time to share plans for the new EDI Strategy. This will be brought forward to the December EDC meeting.

3.2 Next EDC is due to take place on Thursday 8th December 2022. The agenda for this is currently being finalised and subsequent meetings are being scheduled on a quarterly basis.

4 RECOMMENDATIONS

It is recommended that the Trust Board:

1. Note the contents of this report
2. Support the proposed areas of work identified in section 3.1

5 Appendices

N/A