

Meeting Title	Board of Directors		
Date	19 January 2023	Agenda item	Bo.1.23.16

Strategic Equality and Diversity Council January 2023 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	The purpose of this report is to: 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 November 2022.		
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), chaired by CEO, has a remit for both workforce and wider health inequalities in the district and continues to meet quarterly. This report provides an update on the key highlights from the last EDC meeting which was held on 8 th December 2022			
Analysis			
The December EDC meeting focussed on Staff Equality Networks progress and achievements, and provided an opportunity for engagement and feedback around the ongoing development of the draft Trust wide EDI strategy.			
Recommendation			
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			

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

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1 PURPOSE/ AIM

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 November 2022.

2 BACKGROUND/CONTEXT

2.1 EDC has been in place since January 2021 and continues to meet every quarter, providing strategic direction, leadership and support to the Trust EDI agenda, including the Trust's approach in tackling population health inequalities.

2.4 EDC Membership

Membership of EDC has been carefully selected to ensure representation of 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.

2.5 All EDC members are encouraged to attend each meeting and EDC is usually very well attended. Where attendance is not possible members are asked to send a representative on their behalf.

2.6 The Trust staff equality networks are now fully formed. Chairs of each network are included as members of EDC with dedicated agenda time at each meeting.

3 HIGHLIGHTS OF THE EDC MEETING – THURSDAY 8 DECEMBER 2023

3.1 This section provides a summary of agenda items and actions arising from EDC since the last Trust Board update provided in November 2022.

After a packed agenda in the October meeting, the December EDC meeting focussed on staff equality networks progress and achievements, and the development of the draft Trustwide EDI strategy.

The table below captures some of the key discussions from the meeting which took place on 8th December 2022.

Staff Network Updates
<ul style="list-style-type: none"> • The <u>RESIN network</u> reflected on recent events to celebrate Black History Month and Diwali, and talked about working with SPaRC, Comms and EDI team to develop a cultural diversity calendar to ensure an organised and co-ordinated approach and maximise the potential for future celebrations. • They also talked about the BAME ambassador programme and also their wish to influence work in a number of key areas, such as recruitment & selection, talent management and the development of anti-racism training. Connections have been made with the OD team around a pilot approach to talent management. • The <u>LGBT+ network</u> reported on the successful re-launch of the Rainbow Badge which took place on 25th November and featured a number of inspirational guest speakers. The event was well attended

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with a number of pledges signed. The training will now take place on a regular basis.

- The network now has a 'social media' presence and is working hard to promote their network, and with a small budget have been able to start working on some branded comms materials for use at events.
- They are currently focussing on a review of the Trans Equality policy and developing some specific training around Trans equality for patients and staff.
- A discussion took place on how we can utilise the opportunity of raising the profile of our networks and in general EDI as part of the wider plans for some new staff recreational areas at BRI and SLH (e.g. rainbow painted furniture, commemoration of those lost to COVID-19, celebration of our international staff), it was agreed that members of all three networks will be invited to contribute to the design to ensure the project is as inclusive as possible. This will be captured as part of the wider equality impact assessment that the EDI team are currently supporting.
- The Enable network talked about "connected on disability – inspire and enable" - a system wide disability equality festival that took place at the beginning of December. A series of safe space workshops were well attended and enabled staff across the system to share lived experiences, to educate and provide support.
- A visit from the NHS National WDES Team in December to review the work completed under the "WDES Innovation fund" generated high praise around the good work that is going on in the Trust to support staff with disabilities and to raise the profile of disability equality in the Trust. The video, that features 6 staff from the Enable network talking about their positive experiences of working here, was shown at the NHS Employers partners programme event for the Disability Summit in London in November 2022.

EDC congratulated the EDI team on supporting the networks to make significant progress and acknowledged the need for collaboration and additional support to achieve their ambitious work plans which will be aligned to the recently refreshed WRES and WDES action plans.

EDI Strategy

Kez Hayat shared a first draft of the newly developed EDI Strategy. KH provided an overview of why we need a Trust wide strategy and explained to EDC the Trusts' responsibility in advancing EDI for both our staff and patients. KH presented the refreshed strategic EDI objectives and talked through each one. KH informed EDC about the consultation and engagement with staff and communities which has resulted in the 5 refreshed objectives to take forward over the next 3 years.

Objective 1 Education, Empowerment and Support

Ensure all our staff are aware of their own and the Trust's responsibilities for advancing a culture of equality of opportunity and fostering good relations, achieved through targeted training and development, with particular focus on cultural competency.

Objective 2 Effective Community and Staff Engagement and Involvement

Build community and staff trust and confidence through effective community engagement and involvement

Objective 3 Population Health Inequalities

Tackle health inequalities and strengthen the system approach to population/place-based health and care management.

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Objective 4 Promoting Inclusive Behaviours

Ensure all our staff, contractors, visitors and the wider community are aware of the effects of their behaviour on others and are equipped to challenge and report inappropriate behaviour when they experience or witness it.

Objective 5 Reflective and Diverse Workforce

Develop and enhance our approach to recruitment, selection and promotion to positively attract, retain and support the progression of diverse staff across the Trust.

The strategy was well received by members of EDC with a range of feedback provided.

In response to some of this initial feedback there will be an additional section included in the strategy around the Trust's approach to addressing Health Inequalities. This section will include an overview of the Core20Plus5 approach, the mechanisms the Trust will embed to reduce inequalities and BTHFT's role as an anchor organisation. Furthermore, examples will be provided detailing progress the Trust is making in this agenda such as in the Outstanding Maternity Services Programme, the work around data improvement (and using data to improve outcomes, experience and access) and an outline of the approach the Trust is taking to ensure reducing inequalities is a priority for all staff.

In addition to this, there will also be a section added to highlight the Trust approach to EDI and our progress and achievements so far.

KH will review all of the feedback shared at EDC alongside feedback from the community engagement, and will present an updated and final draft of the EDI strategy to EDC on 1st March.

The EDI strategy will come to Trust Board for approval in March 2023. Next steps will be to develop the strategy in other formats to ensure it is accessible to all (e.g. easy read and strategy on a page)

3.2 Next EDC is due to take place on Wednesday 1st March 2023.

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