

Meeting Title	Board of Directors		
Date	9 March 2023	Agenda item	Bo.3.23.18

Strategic Equality and Diversity Council March 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	Pat Campbell, Director of HR	
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 January 2023.	
Key control	N/A	
Action required	For information	
Previously discussed at/ informed by		
Previously approved at:	Academy/Group	Date
Key Options, Issues and Risks		
<p>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.</p> <p>This report provides an update on the key highlights from the last EDC meeting which was held on 1st March 2023.</p>		
Analysis		
<p>The following key items were discussed at March EDC meeting:</p> <p>Our approach to Health Inequalities and progress update</p> <p>Draft EDI Strategy Update</p> <p>EDI relation patient complaint case study</p> <p>Staff Equality Network Updates on progress and future plans</p> <p>The Trust approach in supporting staff around Ramadan 2023</p>		
Recommendation		
<p>It is recommended that the Trust Board:</p> <ul style="list-style-type: none">1. Note the contents of this report2. 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's Equality and Diversity Council and provide an overview of the key areas of focus since our last update in January 2023.

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 – WEDNESDAY 1 MARCH 2023

3.1 This section provides a summary of agenda items and actions arising from EDC since the last Trust Board update provided in January 2023.

The table below captures some of the key discussions from the meeting which took place on 1st March 2023.

Staff Network Updates
<p><u>Enable Staff Network:</u></p> <p>During Disability History Month 2023 the ENABLE Staff Equality Network promoted the “Connected on Ability – Inspire & Enable Festival” (5-9 Dec 22). This was the first ever Bradford District & Craven Health & Care Partnership UKDHM Disability Festival. The Trust showcased the WDES Innovation Fund project and ran disability equality & awareness sessions. The WDES Innovation fund Photography Exhibition was displayed on BRI's main concourse from 26th Jan – 9th Feb 2023 and following the review and refresh of our Disability Equality Policy we held two drop in sessions on Reasonable Adjustments in the workplace.</p> <p>Formal thanks were made to Sara Shiroda, the Chair of ENABLE who recently resigned her position with Sonia Sarah as the new interim convener of ENABLE. Focus for the future will primarily be on a renewed recruitment drive for core Network roles, along with engagement to drive up membership. Plans also include linking in with the HR/OD teams/ place based partners to take the travelling</p>

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photography exhibition out into the community over spring and summer. Enable are also creating some brochures to showcase Disability Equality at BTHFT.

Race Equality Staff Inclusion Network (RESIN)

Quarterly meetings for the wider RESIN Network have been set up alongside 6-Weekly meetings for the RESIN Core Group. The RESIN Work Plan has now been established with a view to achieving network priorities as follows;

1. RESIN is keen to have leadership from every seat and through unlocking everyone's strengths, encourage leadership to **flourish**. Members to lead work streams in their areas;
 - Network newsletter
 - Ambassadors for CSUs (including students)
 - Talent management
 - Anti-racism work
 - Progress RESIN Intranet page
3. To organise a RESIN conference in autumn 2023

A recent event on the main concourse at BRI for 'Race Equality Week' has helped in raising the profile of the network, they focused on growing the membership (with over 20 additional members joining) and solicited helpful feedback on the "key issues staff would like RESIN to focus on" and "what staff would like to get out of RESIN" as a network. The core group are collating this feedback to inform their activity in going forward.

LGBT+ Staff Networks

The network has formed an LGBT+ Network Collaborative across Bradford District & Craven, bringing together staff networks from BTHFT, ANHSFT, Local Authority, University and the Police. Together they held a webinar to celebrate LGBT+ History Month 'What about the +?'

Other activity has included production of a display to celebrate LGBT+ History month. This was set up on the main concourse featuring artwork from the Healthy Minds Young Apprentices. The Network chair also featured in [Mel's weekly roundup](#) – with focus on EDI.

The network are planning to hold regular meetings with colleagues across organisations in the district and plan to do more collaborative work together including Bradford Pride.

The Trans policy is currently being reviewed with input from network members, service users and our counterparts across organisations.

Plans are underway to create a rainbow garden on site.

Health Inequalities Update

A detailed presentation was provided around our Health Inequalities progress and approach. Next steps include;

- Continue to work with Quality, Business Intelligence Performance and to support Clinical Service Units
- Explore further use of population health data, working with the Health Care Practitioners team
- Establish links with the new Core20Plus5 leads in Community Partnerships
- Refine and revise the action plan against priorities
- Continue with the established communications plan

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EDI Strategy
<p>Kez Hayat shared an updated draft of the newly developed EDI Strategy, which has been further developed to incorporate feedback shared at the last EDC meeting in January 2023. Kez will present this at Trust Board on 9th March 2023.</p>
EDI Related Patient Complaint Case Study
<p>Jess Beattie (Patient Experience & Quality Improvements Nurse) provided an overview of a recent EDI related patient complaint that was dealt with in Radiology, and that has been developed into a case study to provide learning across the organisation. Jess provided a summary of the actions that were taken as a result of this complaint and which included providing feedback to the patient. This approach was well received by the patient and Jess shared this feedback with EDC members.</p>
Reach in, Reach Out
<p>Cat Shutt (Head of OD) provided a verbal update on the development and progress of the new Reach in, Reach out initiative which is currently being rolled out across the Trust.</p>
Review of EDC Terms of Reference
<p>The EDC Terms of Reference have been reviewed and refreshed in line with the TOR for the BTHFT Academies, and shared with EDC members for comment and approval.</p>
BTHFT Approach to Ramadan 2023
<p>The SPaRC team, in partnership with BTHFT Charities gave a presentation on the Trust's creative and innovative approach in supporting staff around Ramadan 2023. The presentation included information about the new PROP packs (pop up prayer room) that have been developed to accompany the new and improved FAST packs which were a massive success last year. The presentation covered the teams approach to comms and engagement and the concept of Ramadan allyship which is a key message for this year.</p>

3.2 Next EDC is due to take place on Wednesday 14th June 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