

Meeting Title	Board of Directors		
Date	13 July 2023	Agenda item	Bo.7.23.14

Committee/Academy Escalation and Assurance Report (AAA)

Report from the: People Academy

Date of meeting: 24 May 2023

Key escalation and discussion points from the meeting

Alert:

Industrial action – Faeem shared the latest view – junior doctors will strike 14th-17th June but no formal notice received to date. The RCN are out balloting across the country and so will need to meet the threshold across the country for strike action. Previous strikes have been per hospital. This ballot closes on 13rd June. The BMA are balloting consultants and this closes on 27th June.

Dashboard – we discussed the increase in contacts with the staff advocacy service and in bullying and harassment cases reported. Around half of these were resolved informally. The staff advocacy service is under review and the EDI team are looking at more diverse recruitment. The B&H policy is also under review to put a greater focus on resolution. The Academy was content that an increase in contacts/reporting was positive based on people feeling they can speak out but there is further work to do to assure ourselves that people who have their issues resolved informally are satisfied with the service. We also agreed that whilst metrics were moving in the right direction, the Trust needed to improve performance to ensure the standards and targets the Trust has set are met, particularly as the CQC will measure the Trust against those metrics without necessarily acknowledging the context.

Risks – the industrial action risk score will fluctuate but the Academy wants to escalate their concern around the impact of strike action on the wider delivery of BAU. Those involved in the planning to mitigate the impact of strike action are taken away from strategic work, reporting, business planning, etc and the Academy would like the Board to acknowledge that this will have a longer term impact on the Trust, its people and its patients.

Advise:

- **Outstanding Pharmacy Services** – John Holden and Kate Lavery gave a brilliant presentation outlining the OPS programme. Launched in Jan 23 with 100 people (>70% of pharmacy team) joining the launch, the output was >1000 post it notes of ideas around what outstanding looks like for the Pharmacy team and areas to address. There are 5 workstreams focused on Wellbeing and Culture, Education and Training, Digital, Estate and Equipment and Patient Centred Care (journey and medication supply). The development and definition of the programme ends in June 23 with delivery of the change and outcomes starting in June 23 through to Nov 24. Workstreams are being led by Pharmacy colleagues, ably supported by the central transformation team.

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- The **Guardian of Safe Working Hours** annual report (and Q4) were presented and the Academy took assurance that, whilst the overall number of reports of additional hours and education opportunities missed had risen year on year, there had been a deliberate encouragement for junior doctors to report issues. There was also an increase in the number of safety concerns reported but all were investigated and there were no patient safety issues or harm identified. The Guardian of Safe Working can also impose fines if it is believed that safe working is an issue. There were no fines levied to the Trust.

Assure:

- The **WRES and WDES** reports were presented – the Trust's performance in key areas of race equality and disability equality is published. Three priority WRES areas were identified for improvement - career progression in clinical roles (Bands 5 and under towards Band 6/7 roles), career progression in clinical roles (development towards Band 8a+ roles) and Board representation (overall and executive members). For ethnic minority staff the Trust has:
 - Exceeded its target of having a representative workforce (38.22% vs 35% target)
 - Increased ethnic minority representation at Bands 8a and above by 2.34% with notable increases in both clinical and non-clinical roles at bands 8a and 8d
 - increased voting membership of the Board from 33.3% to 35.7%
 - Improved the likelihood of ethnic minority staff being shortlisted for interview
 - Reduced the disparity between white and ethnic minority staff accessing nonmandatory training and development
 - Reduced the number of ethnic minority staff experiencing harassment & bullying from colleagues
 - Increased the belief that the Trust provides equal opportunities for career progression or promotion

For disabled staff, the Trust has:

- increased representation of disabled staff at non-clinical Bands 5-7 by 1%, Bands 8a-8b by 3% and at Clinical Bands 8c/9/VSM by 3% plus a 1% increase for medical trainees
- Reduced the appointment from shortlisting disparity
- Reduced the likelihood of experiencing harassment & bullying from patients/public and line manager
- Reduced the feeling of pressure to attend work when unwell
- Improved the value of their work

Still work to do to improve race and disability equality across the Trust but the Academy acknowledged and celebrated the great work in this space.

Workforce Growth and Transformation – Sean shared that we have 7 doctors starting this month who are UK nationals but obtained their medical degree overseas. There are 2000 UK nationals who cannot get a place in a UK medical school (40:1 apps per vacancy). They go through the same assessment as UK graduates once in the UK and this is a particularly attractive route for people with an ethnic background. Joining this clinical entrepreneur scheme is a UK first for BTHFT.

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A well-attended meeting with great contributions from attendees, still work to do on the overfilling the agenda and the balance between presenting and taking papers as read to create time for discussion.

Report completed by:

Karen Walker
Academy Chair and Non-Executive Director
24 May 2023