

Meeting Title	Board of Directors		
Date	21 September 2023	Agenda item	Bo.9.23.14

Strategic Equality and Diversity Council September 2023 Update

Presented by	Mel Pickup – Chief Executive Officer		
Author	Ruth Haigh, EDI Manager		
Lead Director	Faeem Lal, Director of Human Resources		
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 July 2023.		
Key control	Identify if the paper is a key control for the Board Assurance Framework		
Action required	For assurance		
Previously discussed at/ informed by	N/A		
Previously approved at:	Academy/Group	Date	
	N/A		
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 14th September 2023</p>			
Analysis			
<p>The following key items were discussed at September EDC meeting:</p> <p>Staff Equality Network Updates on progress and future plans</p> <p>Equality Delivery System 2022</p> <p>Improving Patient Data around Health Inequalities</p> <p>Act as One update</p> <p>Place & System based EDI Update</p>			
Recommendation			
<p>It is recommended that the Trust Board:</p> <p>1. Note the contents of this report</p> <p>2. Support the proposed areas of work identified in section 3.1</p>			

Meeting Title	Board of Directors		
Date	21 September 2023	Agenda item	Bo.9.23.14

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 one of the best NHS employers, prioritising the health and wellbeing of our people and embracing equality, diversity and inclusion					g	
To be a continually learning organisation and recognised as leaders in research, education and innovation				G		
To collaborate effectively with local and regional partners, to reduce health inequalities and achieve shared goals					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
High Level 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"/>
Equality, 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 England: (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 England 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"/>

Meeting Title	Board of Directors		
Date	21 September 2023	Agenda item	Bo.9.23.14

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 July 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

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 Chairs of each of the Trust's staff equality networks are included as members of EDC with dedicated agenda time at each meeting. This enables staff networks to have a voice where they can actively influence EDI across the Trust.

3 Highlights of the EDC Meeting – Thursday 14th September 2023

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

The table below captures some of the key discussions from the meeting which took place on 14th September 2023.

Staff Network Updates

EDC members congratulated the networks on the phenomenal progress they have made over the last few years through their hard work and dedication to creating positive change. All three staff equality networks have been nominated for a 'Nursing Times Workforce Award' (Best Employer for Equality & Diversity) for their collaborative work to review, refresh and re-launch the staff networks ensuring they are now thriving and providing a real voice for our diverse staff within the organisation.

LGBT Staff Network

Update:

Following a very busy time during Pride month late summer has been a quiet time for the LGBT staff network. The deputy chair of the network (Josh Priestley) has moved on to a new job, which has stalled activity a little, but with some internal interest from core group members in this key role, along with the roles of secretary and communications lead Abbie Wild (network chair) was confident of an autumn refresh with some key activity coming.

The Bradford District LGBT Collaborative (of which our network are members) have also been nominated for an award for the West Yorkshire Health & Care Partnership 'Celebrate as One' awards.

Meeting Title	Board of Directors		
Date	21 September 2023	Agenda item	Bo.9.23.14

Activity Planned:

The LGBT staff network are really keen to be involved in developing some of the new staff recreational area's (outside Costa and in Field House) and have some great ideas for developing a 'Rainbow Theme' using recycled/ sustainable materials (including yarn bombing, using re-cycled glass/ bottle tops and rainbow lighting for visibility at night). Abbie shared some photographs demonstrating some of the crafting ideas they would like to use. There are plans for some engagement on this during 'National Inclusion Week' at the end of September and to get involved in some of the crafting sessions planned by the Organisational Development department (lunchtime on Wednesday 27th September).

Enable Staff Network

Update:

Sonia Sarah, EDI Manager introduced her co-chair for the Enable staff network to EDC (Susan Parker, Deputy General Manager for Urgent Care) and confirmed there are also three new members of the Enable core group.

The network have recently been involved in exploring some new assistive (mind mapping) technology that could be helpful as a reasonable adjustment for our neuro diverse staff and are working to progress this now with the IT team.

As one of our trained diverse panellists who supports the Band 8a+ diverse panellist initiative; Susan also talked about a community engagement and recruitment event she attended in the Broadway shopping centre looking to recruit admin & clerical staff to our Transformation Team. Susan talked to prospective candidates about the challenges they experienced in the jobs market, particularly around long term health conditions. Susan said the event was a real success in showcasing our values and the Trust as an inclusive employer to over 200 people. Susan shared an example of one interaction with an ex police officer, who had been reticent about joining the Trust due to long term health conditions, and who went to apply for and successfully gain one of the 25 positions offered as part of the recruitment process.

Susan recently joined the NHS Employers network of networks along with other network chairs which will provide a monthly safe space for collaborative working and for sharing lived experience, ideas and support.

Activity Planned: There is focus on activities for Inclusion week and for Disability History Month (16th November – 16th December) and the network are again involved in the organisation of the 'Connected on Ability' Act as one week long disability equality event.

There is also continued focus on engagement and increasing network membership.

RESIN staff network

Update: Raquel gave her first update to EDC as deputy chair of the network after Rukeya Miah (network chair) left the Trust last month.

The network have been very active over the last few months with celebrations of the main concourse for Windrush and South Asian/ South East Asian Heritage month, including wonderful visual displays celebrating history, culture and traditional foods. Raquel shared some photographs with EDC.

As a result of this engagement network membership has increased by 43 since July (total 170)

Meeting Title	Board of Directors		
Date	21 September 2023	Agenda item	Bo.9.23.14

members) and they have gathered suggestions from a wide variety of network members around potential network activity and priorities including; cultural competency training, tackling racism/ hate crime, quality improvement approach, aspirational progression/ mentorship and collaborative work with FTSU.

The RESIN internet page has also been further developed and provides a fantastic reference point for BTHFT showcasing all aspects of the network

Activity Planned:

Plans to ensure there is bi-monthly network promotion, with opportunity to work collaboratively with FTSU and Organisational Development.

Black History month is coming up in October, along with Diwali (November) and plans for a further Filipino celebration event, which was very successful last year.

The network will also be working to raise the profile of the race equality ambassadors and have plans to recruit to the position of network chair.

Raquel also encouraged interest in the North East & Yorkshire Staff Networks Executive Sponsors Programme.

Action: There was an appeal for Executive/ Non-Executive Sponsors to be confirmed for each network and Kez Hayat agreed to take this to a future Trust Board meeting for discussion and agreement.

Equality Deliver System 2022

Kez Hayat provided an update on the Equality Delivery System which has been refreshed in response to the impact of COVID-19.

EDS2022 is a contractual requirement under the NHS National Contract and feeds into the CQC process. It is an improvement framework which helps local NHS systems and organisations (in discussion with local partners and local populations) review and improve their performance for people with characteristics protected by the Equality Act 2010 and other vulnerable community groups identified as part of the Core20+5. By using EDS2022, NHS organisations can also be helped to deliver on the Public Sector Equality Duty.

There 11 outcomes which are measured, within 3 Domains:

- Domain 1: Commissioned or Provided Services
 - **1A:** Patients (service users) have required levels of access to the service
 - **1B:** Individual patients (service user's) health needs are met
 - **1C:** When patients (service users) use the service, they are free from harm
 - **1D:** Patients (service users) report positive experiences of the service

At a meeting of the WY EDI leads meeting in July 2023 it has so far been decided to explore the following areas under Domain 1 for commissioned or provided services:

- *Maternity Services*
- *Mental Health for Children & Young People*
- Domain 2: Workforce health & well-being
 - **2A:** When at work, staff are provided with support to manage obesity, diabetes, asthma,

Meeting Title	Board of Directors		
Date	21 September 2023	Agenda item	Bo.9.23.14

- COPD, and mental health conditions (response to COVID-19)
- **2B:** When at work, staff are free from abuse, harassment, bullying and physical violence from any source
- **2C:** Staff have access to independent support and advice when suffering from stress, abuse, bullying, harassment, and physical violence from any source (response to Covid-19)
- **2D:** Staff recommend the organisation as a place to work and receive treatment

- **Domain 3: Inclusive Leadership**

- **3A:** Board members, system leaders (Band 9 and VSM) and those with line management responsibilities routinely demonstrate their understanding of, and commitment to, equality and health inequalities
- **3B:** Board/Committee papers (including minutes) identify 'equality' and 'health inequalities' related impacts and risks and how they will be mitigated and managed
- **3C:** Board members, system, and senior leaders (Band 9 and VSM) ensure levers are in place to manage performance and monitor progress with staff and patients (response to Covid-19)

Data: Kez confirmed the requirement for key partners and stakeholders within the organisation to be involved in gathering and presenting evidence in an accessible format and a Task & Finish group is being developed for each Domain to ensure we are able to provide the necessary data. The overlap with existing key areas of work will also feed into this process (e.g. WRES/ WDES/ EDI Improvement Plan/ EDI strategy/ patient experience work/ veteran accreditation work).

Local evidence and insight: Engagement with local community groups/ stakeholders to share this data will provide essential insights about our performance/ key areas for improvement, and will enable us to develop a rating/ score for each Domain with an overall EDS Organisation Rating. Domain 3 will be evaluated using a peer review process.

Approval and publishing our results: We are required to bring our findings to the Trust People Academy and publish the results on our website by the deadline of 28th February 2024.

Kez Hayat also has a role with Bradford ICB in co-ordinating our system wide approach to EDS 2022

Improving Patient Data around Health Inequalities

Carl Stephenson provided an update to EDC on the Trust work around Health Inequalities data with particular focus on Learning Disabilities, Health Improvement, community engagement and a collaborative approach.

Carl provided some background and context around the national guidance focussed on improving the use of data to help us better understand health inequalities and how we are now taking co-ordinated action to improve access, outcome and experience (including incorporating "Indices of Multiple Deprivation" (IMD) and Core20+5 – providing an equality lens on waiting time, access and DNA analysis.

There is now a significant level of available data around access, attendance and outcome (including a dashboard of data around DNA's) which will help us to track and address any inequalities. The quality and quantity of this data is continually improving and progressing.

Carl shared some of the key findings from this work, which is helping Trust colleagues understand the areas that need priority focus. This includes;

Meeting Title	Board of Directors		
Date	21 September 2023	Agenda item	Bo.9.23.14

- Data analysis has enable focus on the younger population in Core20+5 area's with significant progress around DNA rates, using a collaborative approach with Act as One colleagues (e.g. ANHST/ BDCFT) and introducing initiatives such as reminder text calls and information and the appointment/ journey planning. This is significantly reducing the gaps in DNA rates between the general population and Core20+5 groups.
- Data analysis has confirmed there are some area's (such as gynae and urology) where there are fewer routine referrals for the Core20 cohort but a higher rate of priority admissions (indicating a need for engagement with that population to prevent this). Through this work the P2 waiting list has been significantly reduced.
- Another area of focus is ensuring we capture a Learning Disability flag on our data and developing some educational work (in collaboration with Caroline Carras) to reduce inequalities in this area and develop some community interventions that may reduce the need for hospital admissions.

There is focus on connecting with the community and providing education (such as Prostrate Cancer) which is resulting from some of this great work.

Action: Carl to take the presentation to the Act as One Partership Leadership Exec Group meeting

Action: Shak Rafiq to put Carl in touch with the Reducing Inequalities Alliance in time for their next workshop

Act as One Update

Shak Rafiq provided an update to EDC around the activity under the Act as One approach, which includes:

- Listen in: an initiative which focusses on engaging with community groups around priorities for keeping people "happy health and at home" gathering experiences, views and ideas from participants
- Reducing Inequalities Alliance: aimed at supporting and co-orinating collective action to reduce inequalities in Bardford District and Craven and is made up of allies across partner organisations. One example of the excellent work they are involved in is the development of some "human stories" videos" in which one video showcases the work of a ward officer who supports the local community to gain skills and training they need to get into work
- Celebrate as One Awards: The first ever awards ceremony will take place on 19th October and are open to anyone across the partnership to recognise and celebrate individuals and projects that are working to keep people "happy, health and at home"
- Inspire & Enable Disability Festival: A week long 'on-line' festival (4th to 8th December) for anyone working in health and care across the NHS, local authorities, VCS and the independent care sector - sharing 'live experiences' and inspiring a more inclusive workplace.
- Diversity Exchange: A place based approach – a one stop on-line platform for all things related to equality & diversity, belonging, social connections and trust.

EDC members were encourage to engage in a number of events and initiatives

Meeting Title	Board of Directors		
Date	21 September 2023	Agenda item	Bo.9.23.14

Place & System Based EDI Update

Zahra Niazi, Strategic EDI Lead for the Wellbeing Board provided an update to EDC around our systems Equality, Diversity and Belonging approach which is aimed at supporting, amplifying, adding value and coordinating collective action to improve our approach to equalities, maximising opportunities, learning and expertise across our place.

Zahra emphasised this is an approach which is focussed on sharing understanding and best practice with an aim of doing things once, testing out and learning together from new ways of working and sharing what we do well.

Zahra provided an update on the shared action plan which focusses on 5 key themes:

- Leading Inclusively: Focussing on diversifying our leadership, governance and workforce representation
- Elevating Equity: Focussing on bridging and linking communities into our strategic mechanisms and working collectively to increase levels of trust at the local level
- Activating Diversity: Focussing on upskilling our workforce to improve quality of service delivery and recognising and identifying talent
- Inspiring Belonging: Celebrating our diversity as a place and raising aspirations
- Working Intersectionally: Focussing on improving integrated working and cross collaboration on equality issues

All of the learning from the work is shared with the “Diversity Exchange”

Zahra also introduced two other key areas of work which are;

The Trust Collaborative focusses on building Trust within the local community – turning insights and intelligence into actions and innovations (culture change)

Allies Network: Scaling up the respect allyship programme focussing on how we develop effective allyship with feedback and engagement with local communities

Zahra also confirmed that they are working to measure the outcomes from anti-racism initiatives (such as Root out Racism) and provided some high level highlights/ achievements from her first 14 months in post.

Any Other Business

Mel raised the issue of a national report published around sexual harassment/ assault against female surgeons which has generated a great deal of discussion and there was agreement to explore what we can do as a Trust e.g. exploratory conversations around experiences at BTHFT and what support may be needed. There was also discussion around the benefit in introducing a “women’s network”

It was agreed that the Trust (as an anchor organisation) should take some approach in supporting those affected by job losses at Wilko and Faeem agreed to lead on this. Cat Shutt confirmed that this year’s staff survey will include a question around experiences of sexual harassment and some supportive comms will be shared to ensure there is no adverse impact from this.

Meeting Title	Board of Directors		
Date	21 September 2023	Agenda item	Bo.9.23.14

3.2 Next EDC is due to take place on Wednesday 6th December 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