

### Equality and Diversity Committee Report

<b>Trust Board</b>	<b>Item: 19</b>
<b>Date: 25<sup>th</sup> September 2019</b>	<b>Enclosure: N</b>
<b>Purpose of the Report:</b> To report on the main areas of discussion at the Equality and Diversity Committee meeting held on the 6 <sup>th</sup> August 2019.	
<b>For: Information</b> <input checked="" type="checkbox"/> <b>Assurance</b> <input checked="" type="checkbox"/> <b>Discussion and input</b> <input type="checkbox"/> <b>Decision/approval</b> <input type="checkbox"/>	
<b>Sponsor (Non Executive Lead):</b>	Dr Rita Harris, Chair of the Equality & Diversity Committee
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<b>Risk Implications – Link to Assurance Framework or Corporate Risk Register:</b>	
<b>Legal / Regulatory / Reputation Implications:</b>	Regulatory and compliance implications
<b>Link to Relevant CQC Domain:</b> Safe <input checked="" type="checkbox"/> Effective <input checked="" type="checkbox"/> Caring <input checked="" type="checkbox"/> Responsive <input checked="" type="checkbox"/> Well Led <input checked="" type="checkbox"/>	
<b>Link to Relevant Corporate Objective:</b>	All Objectives
<b>Document Previously Considered By:</b>	
<b>Recommendations:</b>  The Trust Board is asked to note the content of the report and the main areas of discussion at the August Committee meeting.	

## Equality and Diversity Committee Report to the Trust Board

### **Summary of meeting - 6<sup>th</sup> August 2019**

- *Minutes of the previous meeting were agreed.*
- *Matters arising included a review of the E&D Action list and the Committee being informed of a letter from the Government Equalities Office advising the Trust to produce an action plan in relation to the Trust's Gender Pay Gap data.*
- *The Trust WDES 2019 Submission data and recommended actions were presented along with the updated Equality & Diversity Action Plan.*
- *An update was provided on special interest groups and their activities*
- *A report was given on published EQIAs.*
- *AOB included information given about events, MEGA Workshop and Kingston Carnival both taking place in September 2019.*

### **Matters arising**

1. The E&D Action list was reviewed and amended accordingly following updates
2. The Committee heard that a letter had been received from the Government Equalities Office in relation to the Trust's Gender Pay Gap data submitted earlier this year. The Trust has been asked to produce an action plan with recommendations given on actions that may be included.

### **Trust WDES 2019 Submission**

The Committee was presented with the Trust's first WDES (Workforce Disability Equality Standard) submission for this year. The scores were considered along with the recommended actions. It was noted that the data was not representative of the entire organisation due to the inconsistency between numbers of staff recorded disabled on ESR and the number of staff declaring themselves as disabled in the staff survey which is one of the main sources of data for WDES. The Committee agreed on positive actions to encourage openness about disability including use of the Disability Confident programme as an audit tool to review all areas in the Trust and the creation of a disability staff network.

### **Equality and Diversity Action Plan**

An updated action plan was presented which included additions in relation to patient care and also incorporates actions from the report for Kingston received from NHSI Model Employer Goals. It was agreed that further amendments would be made to include actions in relation to the Trust's Gender Pay Gap data.

### **Special Interest Groups Update**

The Committee heard updates in relation to the three special interest groups.

A presentation from the WRES sub group was given with analysis and recommendations following the bullying and harassment survey which had been issued Trust wide. The disability staff network is in the process of being established and with a first meeting taking place in August 2019. The Committee heard that the Rainbow badges group have explored methods of providing bitesize training for staff prior to being given a badge. The next steps will be to liaise with the communications team to develop a short video as training and to apply to Kingston Charity for funding for the badges.

### **Equality Impact Assessments (EQIAs)**

An update was given on published EQIAs. 14 EQIAs had been submitted to the Committee with only 4 returned due to minor errors.

## **AOB**

The Committee was informed of the MEGA (Minority Ethnic Group for All) Workshop taking place on 9<sup>th</sup> September 2019.

The Committee was also informed of the Kingston Carnival taking place on 1<sup>st</sup> September 2019, entitled: Communities Together: Promoting Unity, Celebrating Cultures.

The Committee was informed of two new members joining the Committee Nichola Kane (Deputy Director of Nursing) and Sarah Connor (Head of Nursing for Education & Development).