

Equality and Diversity Committee

Trust Board	Item: 16
Date: 27th November 2019	Enclosure: L
Purpose of the Report: To report on the main areas of discussion at the Equality and Diversity Committee meeting held on 1 st October 2019.	
For: Information <input checked="" type="checkbox"/> Assurance <input checked="" type="checkbox"/> Discussion and input <input type="checkbox"/> Decision/approval <input type="checkbox"/>	
Sponsor (Non Executive Lead):	Dr Rita Harris Non-Executive Chair of the E&D Committee
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Risk Implications – Link to Assurance Framework or Corporate Risk Register:	
Legal / Regulatory / Reputation Implications:	Regulatory and compliance implications
Link to Relevant CQC Domain: 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"/>	
Link to Relevant Corporate Objective:	All Objectives
Document Previously Considered By:	
Recommendations: The Trust Board is asked to note the content of the report and the main areas of discussion at the October 2019 meeting of the Equality & Diversity Committee.	

Equality & Diversity Committee

Summary of meeting held on 1st October 2019

- *E&D Action list updated and discussion of two matters relating to the handling of patients identifying as transgender or non gender and access to services for the elderly through increasing digitalisation*
- *The Trust's 2019 WRES results were discussed along with the updated Equality & Diversity Action Plan*
- *An update was provided on special interest groups and their activities*
- *An update was given on recently submitted EQIAs*

The Committee discussed the following key topics:

1. Handling of patients identifying as transgender or non gender

The Committee was asked to consider how these patients are handled in terms of categorisation in patient records and the facilities they use as in-patients. It was agreed to wait for national guidance which was expected within the next six months and to report on current practices across the Trust in the meantime.

2. Access to services for the elderly through increasing digitalisation

The Committee discussed concerns about the impact of IT developments in patient access for the elderly and other groups. Concerns were noted about patients that had difficulties using computers and reading letters from the Trust and it was acknowledged that the issue of accessibility applied widely and included staff. Enquiries will be made with the outpatients transformation group to establish whether any work on accessible information is planned in this area.

3. Trust 2019 WRES Results

The Committee was presented with the Trust's WRES (Workforce Race Equality Standard) submission for this year. Improvements have been made against last year's scores. However there has been a 2% increase in the percentage of BME staff experiencing harassment, bullying or abuse from staff in the last 12 months. The actions recommended from the WRES task and finish group that had looked into last year's data still apply. Comparison and analysis will be made against this year's WRES results when NHS England publishes the national averages and results can be obtained from other local Trusts.

4. Equality & Diversity Action Plan

The Committee reviewed the updated action plan which had been amended to include the approved actions recommended from the WRES task and finish group. The action plan will now be an active document to be reviewed regularly and a RAG status has been added. Updates were given on some actions. The Trust will be working with MEGA in recruiting additional Speak Up Champions. Reverse mentoring is set to launch in December 2019 and the pilot on BME attendance at interview panels for bands 7 and above has commenced.

5. Special Interest Groups

MEGA continues to work on growing its membership. The Rainbow badges group is working with the Communications department to plan the work that needs to be done in developing a training video before launching. An initial meeting of the Disability Staff Network has taken place with the staff lead. A staff survey will be carried out across the organisation which will help in gaining a better understanding of staff experiences, concerns, barriers to disclosure of their disability and how the staff network and the Trust could serve them.

6. Equality Impact Assessments (EQIAs)

An update was given on published EQIAs. 13 EQIAs had been submitted to the Committee with 5 accepted and 8 returned needing to be completed in full.