

Equality and Diversity Committee

Trust Board	Item: 18
27th March 2019	Enclosure: N
Purpose of the Report: To report on the main areas of discussion at the Equality and Diversity Committee meeting held on the 5 th February 2019.	
For: Information <input checked="" type="checkbox"/> Assurance <input checked="" type="checkbox"/> Discussion and input <input type="checkbox"/> Decision/approval <input type="checkbox"/>	
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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:	

Report for Trust Board and COG from Equality and Diversity Committee 5th February 2019

- **Trust WRES report** – The committee received the amalgamated National and Local WRES data. It was concluded that although the data shows positive improvements as a whole, the percentage of BME staff experiencing harassment, bullying or abuse from patients, relative or the public has increased, and that whilst broadly positive, the Trust still has work to do. This report is appended as Appendix 1.
It was agreed that at the next committee meeting a further report would be prepared that included the other local acute Trust scores (which became available in January) for discussion as to further specific actions that may need to be undertaken.
- **NHSI Targets** - It was noted by the committee that NHSI are shortly to be setting targets for Trusts to improve ethnic representation across Trusts. The exact date of implementation and the targets are not known at the current time.
- **Mandatory training in learning difficulties and autism** - It was also noted by the committee that the Department of Health is consulting on mandating training for staff in autism and learning difficulties. The committee will be monitoring any developments in this area.
- **Equality and Diversity strategy** – This was discussed in some depth by the committee and a number of suggestions for amendments and additions were received. This will be re-submitted for the April committee to ratify.
- **E&D Sub groups** – It was noted that the current MEGA chair would be leaving and had been replaced by Balvinder Reehal in maternity. The focus and momentum of the sub groups was also discussed at length by the committee who concluded that cross subject groups could be helpful in engaging staff across a range of diversity issues. This will be discussed further at the next meeting.
- **Equality and Diversity lead** – The committee noted that Nneka Chima was due to join the Trust on the 25th February as the new Equality and Diversity lead pending a permanent appointment to this role.
- The committee had no concerns to escalate to the Trust Board.