

### Equality and Diversity Committee

<b>Trust Board</b>	<b>Item: 18</b>
<b>Date: 29<sup>th</sup> January 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 3 <sup>rd</sup> December 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, NED Chair of the E&D 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> <b>Safe</b> <input checked="" type="checkbox"/> <b>Effective</b> <input checked="" type="checkbox"/> <b>Caring</b> <input checked="" type="checkbox"/> <b>Responsive</b> <input checked="" type="checkbox"/> <b>Well Led</b> <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 December Committee meeting.	

## Report for Trust Board from Equality and Diversity Committee - 3<sup>rd</sup> December 2019

### Summary of meeting

- *E&D Action list updated*
- *Updates heard on the Learning & Disability Collaborative and the Patient & Public Involvement Collaborative*
- *An application to collaborate on a diversity project with the UCA was heard*
- *Updates provided on some actions in the Equality & Diversity Action Plan and special interest groups and their activities*
- *An update was given on recently submitted EQIAs (Equality Impact Assessments)*

### The Committee discussed the following key topics:

#### 1. Learning & Disability Collaborative

Progress has been made against the quality priority. NHS Digital is implementing a national programme for digital alerts. There is work to be done with GPs and the learning disability champion. Funding has been secured for a Learning Disability Specialist Nurse. Funding has also been secured both for Makaton training for staff across the Trust and also for staff to understand how people with learning disabilities and autism might present in an acute Trust to enable reasonable adjustments in their care to be made. It is hoped this will become part of a Quality Improvement project to evaluate the impact on patient care and patient experience.

#### 2. Patient & Public Involvement Collaborative

The collaborative was launched in August 2019 with two meetings held which have been aimed at exploring the issues around getting both staff and patients behind an involvement/ partnership approach. Ideas have been generated using reflection and positive feedback. The collaborative is now in a position to formalise the structure and frequency of meetings.

#### 3. Trust/ UCA collaboration

An application was made to work with the University of Creative Arts (UCA) on a project to address aspects of the Trust's WRES (Workforce Race Equality Standard) results and promote diversity amongst patients and staff. Further updates to be provided on the outcome at the next meeting.

#### 4. Equality & Diversity Action Plan Updates

- Reverse mentoring training will take place from early Jan 2020. There are 10 members of the Board and 10 staff members taking part. The project will run initially as a pilot for 6 months with a view to expand if successful.
- The pilot for BAME representation at interview panels continues for Bands 7 and above. More representatives to sit on panels are being sought. Early findings are that majority of panels attended so far have been diverse.
- Anti-Bullying & Harassment posters – Pictures have been taken of staff in different roles including (ISS workers). The Communications department will be looking to capture more staff members to represent the Trust's diverse workforce

#### 5. Special Interest Groups

- *BREXIT* group is currently in the process of reviewing its approach and consulting with staff regarding future meeting times, communications and activities going forward.
- *MEGA* (Minority Ethnic Group for All) held a Christmas social in December 2019 and is seeking views from members about areas they would like *MEGA* to focus on.
- *PRIDE Kingston* (formerly known as LGBTQ+ group) held their first meeting in November 2019 with 10 people in attendance. The group plans to establish links within the community with organisations such as Kingston LGBT and is applying to attend London PRIDE 2020. Rainbow badges are due to launch in February 2020.
- *The Disability Staff Network* is still in the process of being established and is exploring a name change to a more positive label and are hoping to hold a launch early next year.

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

An update was given on published EQIAs. 18 submitted to the Committee for approval and 14 needed to be queried with a manager for completion in full. The Committee agreed that an annual report would be given on EQIA's going forward highlighting any cases where a significant negative impact had been identified and the course of action taken.