

### Equality, Diversity & Inclusion Committee Report

<b>Trust Board</b>	<b>Item: 17</b>
<b>Date: 1<sup>st</sup> December 2020</b>	<b>Enclosure: L</b>
<b>Purpose of the Report:</b> To report on the main areas of discussion at the Equality, Diversity & Inclusion Committee meeting held on the 23 <sup>rd</sup> November 2020	
<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>	Rita Harris NED Chair of the ED&I 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 November Committee meeting.	

## Report for Trust Board and COG from Equality, Diversity & Inclusion Committee held on 23<sup>rd</sup> November 2020

### Summary of meeting

- *Analysis of equality of access to cancer services during the pandemic*
- *Updates heard on the Equality, Diversity & Inclusion Strategy*
- *Feedback on disability/long-term condition and BAME staff listening events*
- *Updates provided on reverse mentoring and diverse interview panels programmes*
- *An update was given on the Trust's Annual Equality, Diversity & Inclusion Report*

### The Committee discussed the following key topics:

#### 1. Cancer & Inequality

An analysis of cancer patients accessing the Trust's services during the pandemic has been carried out confirming a decline in the two-week wait referrals and the number of patients accessing cancer services. The analysis also shows it is proportionate in ethnicity and not just patients falling into the most vulnerable groups that are affected. Local and wider action plans in collaboration with *RM Partners West London Cancer Alliance* have been developed to help restore public confidence in accessing healthcare and cancer services during the pandemic

#### 2. Equality, Diversity & Inclusion Strategy

Wider views sought on the revised strategy (incorporating feedback and comments from the last meeting) have been received well. There is further work to be done in consolidating actions generated from programmes such as reverse mentoring and listening events and ensuring alignment with the London Race Equality Strategy. It has been acknowledged that delivery of the strategy will require support from within the Trust's services to strengthen local leadership and support for the ED&I function in achieving positive change. Proposals to establish a cohort of cultural ambassadors or other equivalent role to support delivery of the strategy is being explored.

#### 3. Feedback on Black History Month

The communications team successfully delivered a project to celebrate black history month by showcasing profiles and interviews of black staff members within the Trust. This will be followed up with a series of monthly case studies profiling BAME leaders within the Trust.

#### 4. Feedback on listening events

These have been well received by staff and key themes have been identified from each listening event on the experiences of BAME staff and staff with a disability or long-term condition. Actions to address issues raised have been identified which are aligned to the equality, diversity & inclusion strategy and action plan. Support for the initiative has been given as a platform to hear the lived experiences of staff directly and also as a mechanism to promote staff engagement, empowerment and a culture of learning and understanding within the organisation.

#### 5. Updates

- **Reverse Mentoring** – A review session will be taking place on 1<sup>st</sup> December 2020. All participants will come together to share their experiences and reflections throughout their reverse mentoring journey. Views and insights on improvements that can be made within the Trust will be gathered. An evaluation of the programme will be carried out with recommendations for further expansion within the Trust.
- **Diverse Interview Panels** – Plans to move forward with wider implementation of the project are being made. Following the launch of the South West London Recruitment hub work is being carried out to harmonise the process for diverse interviewing with one process used across all four Trusts.

## **6. Annual Equality, Diversity & Inclusion Report**

Reporting for this year has been suspended due to the pandemic however organisations are encouraged to report if they can. The Trust's report is currently in development and will be presented for approval in January 2021. Equality, Diversity & Inclusion Leads from the South West London Collaborative are in discussions looking at a harmonised approach for the following year's report.