

### Equality, Diversity & Inclusion Committee

<b>Trust Board</b>	<b>Item:</b> Report from Equality, Diversity & Inclusion Committee
<b>Date:</b> July 2021	<b>Enclosure:</b> L
<b>Purpose of the Report:</b> To report on the main areas of discussion at the Equality, Diversity & Inclusion Committee meeting held on the 12 <sup>th</sup> July 2021.	
<b>For:</b> Information <input checked="" type="checkbox"/> Assurance <input checked="" type="checkbox"/> Discussion and input <input type="checkbox"/> Decision/approval <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 and assurance provided at the July Committee meeting.	

## Report for Trust Board from the Equality, Diversity and Inclusion Committee 12<sup>th</sup> July 2021

### Summary of meeting

- *Presentation on the Launch of the Equality, Diversity and Inclusion Strategy and Diversity Champions*
- *Presentation of a staff story and Diversity in Leadership Case Studies*
- *Updates provided on Equality, Diversity & Inclusion Action Plan*
- *Update provided on accessible information action plan*
- *Update provided on staff networks*

### The Committee discussed the following key topics:

#### 1. EDI Strategy and Diversity Champions Launch

A presentation was provided on the Trust wide launch of the Equality, Diversity and Inclusion Strategy and Diversity Champions. The event took place on 1<sup>st</sup> of July 2021 via MS Teams with all 26 of the newly appointed Diversity Champions invited to participate. The event saw good engagement from staff that had joined the call and had also been marked with the provision of cupcakes to staff. There was significantly greater interest in this role than anticipated initially. A programme of support has been put in place to prepare the Champions for their role. This includes training in Equality, Diversity & Inclusion and Active Bystander training which will equip them with skills in speaking up. Monthly meetings will be held with all Champions with additional support provided from the Equality, Diversity & Inclusion Team.

#### 2. Diversity in Leadership Case Studies and Staff Story

The committee was presented with a project carried out by the communications team to raise the profile and celebrate the diverse range of leaders working at the Trust. A range of case studies have been created allowing staff to read about their working lives and experiences. This on-going project was further enhanced with a recorded staff story of one of the leaders shown in the case studies. This was played at the beginning of the committee meeting, with the aim of ensuring the committee meeting are connected to the true picture within the Trust. The staff member shared experiences of her working life as a black staff member which helped to highlight difficulties she experienced being a victim of race discrimination and challenges in furthering her career. It was agreed the use of staff/ patient stories on the committee agenda was a useful way to help support understanding of the lived experiences of staff and patients in relation to Equality, Diversity & Inclusion.

#### 3. EDI Action Updates

**Review of Not a Target Campaign** – The committee was given a presentation on the work carried out to review the *Not a Target* Poster Campaign launched in 2020 to support staff survey results highlighting the increase in abuse and harassment to staff received by the public. Recent reports by staff questioning the meaning and effectiveness of the campaign supported the need for review. A Trust wide survey was carried out to seek staff views on visibility, comprehension of the campaign and ideas for improvement. An action plan for improvement will be brought back at the next Committee meeting.

**London Race Strategy- Update on Support for Trusts**– An update was given on the initiatives provided to Trusts as part of the London Race Strategy published in September 2020 by NHS England/Improvement London Region that supports Trusts to make improvements in the experiences of Black, Asian and Minority Ethnic Staff. The Trust has signed up to the White Allies Programme and has successfully secured places for 6 senior leaders on this course due to commence from September 2021. 200 places have also been secured for Active Bystander training which was designed to support staff speaking up. Training will be delivered across the next 3 months with the first cohort of attendees including the newly appointed Diversity Champions.

**Reverse Mentoring Update** – The next stage of the process is to design the programme going forward for future Cohorts and to engage in a train the trainer programme. This process is being put on hold temporarily to allow for collaboration with Hounslow & Richmond Community Healthcare Trust and also ensure other key stakeholders joining the Trust in autumn are involved in this stage of the process from the beginning allow for a smooth delivery.

#### **4. Accessible Information Action Plan**

A presentation of the draft structure for an Accessible Information action plan was given to the committee showing how actions will be delivered going forward.

#### **5. Staff Networks Update**

The committee heard an update on the Trust's staff networks. EU staff network, *BREXIT* Group has come to a natural end after 5 years. It was felt that the group had fulfilled its purpose in providing a space for EU staff to share their concerns, ask questions and receive support which *BREXIT* was first announced. Staff can still receive support directly from the Trust via the HR department and pastoral services. A new staff network -Kingston Ability Forum launched in May 2021 has had two meetings. Staff Networks PRIDE Kingston and MEGA continue to work on growing their membership.