

Trust Board (Public)	Item: Equality, Diversity & Inclusion Committee Report
Date: September 2021	Enclosure: K
Purpose of the Report: To report on the main areas of discussion at the Equality, Diversity & Inclusion Committee meeting held on the 13 th September 2021.	
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:	
Recommendations: The Trust Board is asked to note the content of the report and the main areas of discussion and assurance provided at the September Committee meeting.	

Report for Trust Board from the Equality, Diversity and Inclusion Committee 13th September 2021

Summary of meeting

- *Presentation of a patient story*
- *Presentation of 2021 WRES Results & Action plan*
- *Presentation of 2021 WDES Results & Action plan*
- *Update on Learning Disability Project – Accessible information flag*

The Committee discussed the following key topics:

1. Patient Story

The committee heard a pre-recorded patient story from a profoundly deaf patient who shared his experiences of attending an appointment and subsequent procedure at the hospital. His request for a BSL Interpreter had not been actioned meaning that he was unable to communicate fully. The patient story relates directly to work already underway on the reasonable adjustments flag which once implemented, will make it much easier at the point of a patient's referral to know what their individual needs are and then tailor appointments to meet their needs when they get to the hospital.

2. 2021 WRES (Workforce Race Equality Standard) Results and Action Plan

The committee was presented with the Trusts 2021 WRES results highlighting areas where improvement has been made particularly in Indicator 3. This looks at the likelihood of BAME staff entering the formal disciplinary procedure and has reduced significantly, currently standing at 1.04. This was attributed to work put in by the HR team on embedding pre-action protocols to ensure cases are thoroughly reviewed and informal action is looked at if necessary, before going to any formal action.

Indicators 5-8 which look at the likelihood of BAME staff experiencing bullying and harassment compared to white staff has increased. The results were expected given the period in which the data was collected included the impact of the Covid pandemic and outcomes for BAME staff and the Black Lives Matter movement. Celebrating diversity was one of the key actions on the WRES action plan and the overarching ED&I action plan. Other actions include reinforcing speak up channels, providing Active Bystander and other training and increasing leadership development opportunities.

3. 2021 WDES (Workforce Disability Equality Standard) and Action Plan

The committee was presented with the Trusts 2021 WDES results highlighting the Trust's low declaration rates on disability and key areas for improvement. The percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from other colleagues has increased significantly as did the percentage of disabled staff saying that they have felt pressure to come to work from their manager despite not feeling well enough to perform their duties. The draft action plan includes key actions around enhancing the voices of our disabled staff with listening events, encouraging active membership of the staff network, continuing to raise awareness of disability and long-term health conditions and extending the focus of mutual mentoring to include staff with a disability.

4. Update on Learning Disability Project - Accessible Information Flag

The committee heard an update on the national reasonable adjustments early adopter project with the Trust and the CCG. Project leads have begun consulting the whole system and have agreed a data flow map for reasonable adjustments which links in with the types of reasonable adjustments not met such as that raised earlier in this meeting with the patient story. The idea being that from when a patient meets with their GP their reasonable adjustments are recorded at that point and included in any of referral. A further update to be provided in due course.