**EQUALITY, DIVERSITY & INCLUSION COMMITTEE**

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**Purpose of the Report:**
To report on the main areas of discussion at the Equality, Diversity & Inclusion Committee meetings held on the 9th February 2022 and March 14th 2022.

**For:** Information ☒ Assurance ☒ Discussion and input ☒ Decision/approval ☒

**Sponsor (Non-Executive Lead):** Rita Harris NED  
Chair of the ED&I Committee

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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 ☒ Effective ☒ Caring ☒ Responsive ☒ Well Led ☒

**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 9th February 2022 and March 14th 2022 EDI Committee meetings.
Report for Trust Board from the Equality, Diversity and Inclusion Committee, 9th February 2022 and March 14th 2022

The Committee discussed the following key topics:

1. **ED&I Working Group**
   
   An EDI working group was proposed by BS, Head of EDI. BS was commended for her innovative approach. The group’s aim will be to create an inclusive culture throughout the organization and explicitly embed EDI into everything we do by having meaningful conversations with our communities, patients, staff, and carers. The group will be responsible for focusing on the actions from our equality standards for staff and patients (WRES, WDES and GPG, AIS, SOM) and monitor and provide progress updates, escalating any risks or concerns to the EDI committee. The EDI committee agreed and approved the working group to be formed.

2. **Diversity Champions Update**
   
   The Diversity Champions (DCs) have now completed their comprehensive training package in collaboration with HRCH. KHFT DC’s will support the SWL recruitment Hub with effect from 21st March 2022 by being an independent panel member for band 7 and above posts. Communications will be circulated to ensure managers are aware of the process. The overall process will be managed by SWL hub, they will provide each trust with a high-level performance report monthly, informing KHFT of how many panels have been supported, highlighting any barriers/blockages within the process. Some barriers which have been encountered by other trusts include: DCs not attending panels due to capacity/release or DC’s not being provided enough time for making appropriate arrangements prior to supporting a recruitment panel. To mitigate some of these challenges KHFT has requested SWL holds recruitment slots in advance for DC’s who are in clinical roles, enabling them to support the process without any further delay. The Comms team will help to promote the DCs via a relaunch in early April bringing both KHFT and HRCH DC’s together. The recruitment of DC’s will continue, this will be further promoted through the trust induction.

3. **Medical Workforce Race Equality Standard (MWRES)**
   
   Work on Medical Workforce Race Equality Standard (MWRES) has progressed via the Medical committee, this has been presented at the Workforce and EDI Committees. A further meeting with the Medical committee is due to take place in May seeking expressions of interest to form a Medical BME network and a pool of DC’s who can then further support with medical recruitment. In addition, the Trust has been selected as an early implementer of a revised induction programme for international doctors, Sally O’Connor is leading on the project supported by the National WRES team. The aim is to enhance their experience of working within the Trust, improve retention of international medical doctors and in turn improve patient care. This will link in with the MWRES work being conducted with the medical workforce.

4. **Model Employer Goals**
   
   A paper outlining implementation plans and assurance with an updated position on the achievement of Model Employer goals set by NHSI in 2018 was presented to the committee.

5. **Hidden Disabilities Sunflower initiative**
   
   This initiative will be launched in April to increase awareness and educate our staff on non-visible disabilities and in turn improve the experience for our workforce and patients who identify as having a hidden disability. The initiative supports staff who identify as having a non-visible disability, staff can choose to wear either a Sunflower lanyard or pin badge as a discreet way to communicate they may have additional needs. Training opportunities will be provided through the Hidden Disabilities training package and the Comms team are helping to produce a promotional video in partnership with Kingston Ability staff network. A neuro-diversity toolkit has also been produced to accompany the initiative to help guide managers to provide an inclusive workplace for their staff. The disability passport for staff was also agreed in principle, a final draft document will be shared.
6. **Staff Network Board Sponsors**
   It has been proposed each staff network should be aligned with a board sponsor. Bill Oldfield has been confirmed as the sponsor to the Medical Workforce BME network and RH has volunteered to sponsor Kingston Ability. Further expressions of interest are welcomed to support the MEGA and PRIDE staff networks within KHFT. These sponsors will be invited, if not committee members, to attend the EDI committee occasionally.

7. **Compliance reports – (Annual EDI Report and Gender Pay Gap Report)**
   Please find attached the annual equalities report and gender pay gap report for board approval and publication by 31st March 2022. The EDI working group will have both reports as standing items to make further progress on actions outlined.