

**Equality, Diversity & Inclusion Committee in Common (CIC)**

<b>Trust Board</b>	<b>Item: 18</b>
<b>Date: 28<sup>th</sup> June 2022</b>	<b>Enclosure: N</b>
<b>Purpose of the Report:</b> To report on the main areas of discussion at the Equality, Diversity & Inclusion Committee in common meeting held on the 28 <sup>th</sup> June 2022.	
<b>For: Information</b> <input checked="" type="checkbox"/> <b>Assurance</b> <input checked="" type="checkbox"/> <b>Discussion and input</b> <input checked="" type="checkbox"/> <b>Decision/approval</b> <input checked="" type="checkbox"/>	
<b>Sponsors (Non-Executive Lead):</b>	Rita Harris, Non-Executive Director (KHFT) Bindesh Shah, Non-Executive Director (HRCH) Co-Chairs of the ED&I CIC
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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 on the 28 <sup>th</sup> of June to the EDI CiC meeting.	

## **Report for Trust Board from the Equality, Diversity and Inclusion Committee in common, 28<sup>th</sup> June 2022**

### **The Committee discussed the following key topics:**

#### **1. Terms of Reference**

Kingston Hospital NHS foundation Trust (KHFT) and Hounslow & Richmond Community Healthcare (HRCH) came together for the first time to form an integrated Equality, Diversity and Inclusion committee in common. This allowed both organisations to review their current terms of reference and tighten core membership. Individuals who would no longer participate would be formally written to and thanked for their commitment to date. In addition, an invitee list was formed to ensure key stakeholders were invited as and when required. Discussions are still on-going with the TOR to be agreed and signed off at the next EDI CIC on 26<sup>th</sup> September 2022.

During the meeting both Heads of EDI shared the current state of play for each organisation, key achievements were discussed, highlighting where joint working had already begun. Committee members stated they felt the first meeting was a success, as it was well structured, enabling a good level of discussion and debate.

#### **2. Subgroups (Compassion and Respect Oversight Group, EDI Working Group)**

Details of the Compassion and Respect Oversight Group at KHFT were shared. The purpose of this group is to ensure oversight of concerns and actions in relation to bullying and harassment within the Organisation. The aim is to create a safe, confidential, and supportive culture for all staff who have experienced bullying and harassment or witnessed it, to express their views, experiences, and concerns without the fear of repercussions. The group focusses on both data and staff stories to identify areas where interventions are needed. Reinforcing the message of embedding a kind and compassionate culture for all by putting in place anti bullying and harassment measures. It was agreed the membership of this group would be extended to HRCH staff.

Furthermore, it was agreed when the EDI working group is formed this would also be across both KHFT and HRCH. The aim being to create an inclusive culture throughout Place and explicitly embed EDI into everything that 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 risk or concerns to the EDI CIC.

#### **3. Staff Networks**

KHFT and HRCH both have three staff networks across each organisation supporting race, disability and LGBT. Work is underway to streamline the staff networks across the two organisations and workshops have been planned to bring the network chairs together to firm up the terms of reference and discuss how the networks will support both organisations. It has been proposed each staff network will be aligned with a board sponsor. A business case will be put forward to outline how the staff networks can be strengthened going forward, this will include a suitable remuneration package to further support staff network chairs. The role and requirements of board sponsorship will also be included as part of this work.

#### **4. Medical Workforce Race Equality Standard (MWRES)**

Work on the Medical Workforce Race Equality Standard (MWRES) continues at KHFT, expressions of interest to form a Medical BME network have been sought, along with volunteers for a pool of Diversity champions to support medical interview panels. Candidates who have expressed an interest in the BME network chair role will be asked to present at the Medical Staff Committee (MSC) in September. Members will be able to vote who they would like to see as chair through an electronic system for purposes of confidentiality and equity.

## 5. initiatives around leadership and confidence building

The committee was informed of the work currently taking place on:

**1. Scope for Growth**, the Trust will pilot use of a national site designed to build leadership confidence that focusses on career conversations linked to the appraisal cycle. This is due to start in September.

**2.BME Development programme** – This is a local initiative focusing on band 7 to band 8A enabling a group of minority ethnic staff to go through a development programme using workshops and learning sets including a whole range of confidence building measures that will run for six months.

## 6. Maternity Services

Through the Compassion and Respect group at KHFT, some aspects of maternity services were identified where working cultures could be improved. Work is underway with senior Leaders within maternity services to set up a task and finish group. The first meeting is due to take place on 22<sup>nd</sup> July 2022. This will involve reviewing current practices, support the implementation of the Capital midwife anti-racism framework and discuss the launch of the See-Me Campaign which is anticipated to be a Trust wide initiative during Black History Month.