

# Workforce and Equality Committee

Agenda  
item

7.4



Bradford District Care  
NHS Foundation Trust

- Some initial assurance could be taken from the fact that the Committee now **exists** and is gearing up to be effective at seeking targeted assurance on strategically important workforce and equality matters
- the Committee recognises that it is new and – although able to leverage the experience of its members and best practice from other trusts (as well as from other committees within the Trust) – is **committed to making adjustments** to fine-tune and improve its effectiveness over time, particularly during its first year of operation
- more specifically, the Committee considered itself to have obtained a relatively high level of assurance that the Trust's **gender pay gap** remains comparatively very good, despite a minor deterioration in the performance since last year
- the Committee's Terms of Reference will benefit from further development. For example, the Committee committed to endeavouring: (a) to widen the **participants** invited to its meetings, to create greater diversity, particularly in relation to trade unions and/or those with protected characteristics; and (b) to place a greater and more explicit emphasis, within the ToR, on the importance of seeking assurance on some particular matters (including the development of a positive, compassionate, inclusive, people-centred, and improvement-focused **culture**).
- further work to do to identify/confirm the most relevant and useful key performance indicators to track in its **dashboard**.
- considered the results of the **NHS Staff Survey**: the Board is already sighted on this workstream.