

Workforce and Equality Committee

Agenda
item
8.5



Bradford District Care
NHS Foundation Trust

Assurances	Areas for further development
<ol style="list-style-type: none">1. Boosted representation by attendance of “Rainbow Alliance”, “Aspiring Cultures” & “Staff-side” chairs2. Reviewed & supported the next 6-months’ focus re “Rainbow Badge”3. Reviewed current SLT proposal re Freedom to Speak Up Guardian framework & supported further work (particularly re option of connecting up with partner orgs, and raising profile)4. Supported greater partnership working re equality, diversity and inclusion work, with an ongoing focus on our Trust’s individual priorities and ambitions (e.g. BAME leadership)	<ol style="list-style-type: none">1. Dashboard to be further developed (as anticipated), to include additional W&E metrics in future iterations2. Some “talent management” work temporarily on hold (re COVID-19); further work to do re delivery of this important programme3. Consideration to be given re governance framework for W&E reporting in the Trust, with a focus, where practicable, on keeping it simple4. Consideration to be given to the possibility of reporting on an ethnicity / race pay gap (as well as gender)5. Ensure fully open FTSU appointments

The Committee received and approved the Annual Report 2019/20 for the activities of the Committee and provided assurance to the Board that they had fulfilled the duties outlined within the Terms of Reference.