

Board of Directors – Meeting held in Public

13 July 2023

Paper title:	NHS England Equality, Diversity and Inclusion Improvement Plan Briefing	Agenda Item 14.1
Presented by:	Bob Champion, Chief People Officer	
Prepared by:	Lisa Wright, Head of Equality	
Committees where content has been discussed previously	Workforce and Equality Committee 20.07.23	
Purpose of the paper Please check ONE box only:	<input type="checkbox"/> For approval <input checked="" type="checkbox"/> For information <input type="checkbox"/> For discussion	
Link to Trust Strategic Vision Please check ALL that apply	<input checked="" type="checkbox"/> Providing excellent quality services and seamless access <input checked="" type="checkbox"/> Creating the best place to work <input checked="" type="checkbox"/> Supporting people to live to their fullest potential <input checked="" type="checkbox"/> Financial sustainability, growth and innovation <input checked="" type="checkbox"/> Governance and well-led	
Care Quality Commission domains Please check ALL that apply	<input checked="" type="checkbox"/> Safe <input checked="" type="checkbox"/> Caring <input checked="" type="checkbox"/> Effective <input checked="" type="checkbox"/> Well-Led <input checked="" type="checkbox"/> Responsive	

Purpose of the report

This report provides a briefing of the NHS England Equality, Diversity and Inclusion (EDI) Improvement Plan launched on 08.06.23 and the Trusts proposed next steps for implementation.

Executive Summary (100 words)

On 08.06.23 NHS England launched the NHS’s first EDI Improvement Plan. The plan supports the Long-Term Workforce Plan by improving culture of NHS workplaces and the experience of the NHS workforce. The plan aims to improve EDI, enhance the sense of belonging for NHS staff, ensure staff can safely raise concerns, ask questions and admit mistakes. This is essential for staff morale and leads to improved quality patient care and outcomes.

The plan contains six high impact actions (HIA) to drive this change through making EDI everyone’s business. The plan sets out success metrics, timescales and the actions

expected from providers Trusts for each HIA. A full summary of the plan can be found in appendix 1.

The HIA's are:

1. Measurable Objectives on EDI for Chairs, Chief Executives and Board members.
2. Overhaul recruitment processes and embed talent management processes.
3. Eliminate total pay gaps with respect to race, disability and gender.
4. Address health inequalities within the workforce.
5. Comprehensive induction and onboarding programme for international recruited staff.
6. Eliminate conditions and environment in which bullying, harassment and physical harassment occurs.

Implementation of the plan and actions is required at Trust and Integrated Care System (ICS) level and will be monitored by the Care Quality Commission, ICS and NHS England.

Within the Trust the following steps will now be taken to begin implementation:

1. Assessment of current position against the actions.
2. Assessment of data availability and existing reporting mechanisms.
3. Engagement and co-production of our local priorities and interventions.
4. Alignment of new strategy to the EDI Improvement Plan.

Do the recommendations in this paper have any impact upon the requirements of the protected groups identified by the Equality Act?

- Yes** (please set out in your paper what action has been taken to address this)
- No**

Recommendation(s)

The Board of Directors is asked to:

- Approve the proposal to report progress of the plan's implementation at annual intervals to the Board of Directors and ongoing progress updates to be provided to the Workforce and Equality Committee within the standing compliance agenda item.
- Note the requirements of the Board of Directors as set out in the plan.

Relationship to the Board Assurance Framework (BAF)

The work contained with this report links to the following strategic risks as identified in the BAF:

- SO1:** Engaging with our patients, service users and wider community to ensure they are equal partners in care delivery (QSC)
- SO2:** Prioritising our people, ensuring they have the tools, skills and right environment to be effective leaders with a culture that is open, compassionate, improvement-focused and inclusive culture (WEC)

<input checked="" type="checkbox"/> SO3: Maximising the potential of services to delivery outstanding care to our communities (QSC) <input checked="" type="checkbox"/> SO4: Collaborating to drive innovation and transformation, enabling us to deliver against local and national ambitions (Board) <input checked="" type="checkbox"/> SO5: To make effective use of our resources to ensure services are environmentally and financially sustainable and resilient (FBIC) <input type="checkbox"/> SO6: To make progress in implementing our digital strategy to support our ambition to become a digital leader in the NHS (FBIC)	
Links to the Strategic Organisational Risk register (SORR)	The work contained with this report links to the following corporate risks as identified in the SORR: N/A
Compliance & regulatory implications	The following compliance and regulatory implications have been identified as a result of the work outlined in this report: <ul style="list-style-type: none"> • Equality Act 2010 • NHS Workforce Race Equality Standard • NHS Disability Equality Standard • Equality Act 2017 Gender Pay Gap Regulations

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27.06.23