

Board of Directors (in Public)

Item 3.2

Subject: Equality, Diversity and Inclusion Update (Q4/Q1 2020)
Date of Meeting: Tuesday 28th July 2020
Prepared by: Rachael McDonald, Senior HR Business Partner
Presented by: Sue Hodgkinson, Interim Director of People and Culture
Purpose of Report: To Note

BAF Ref	Impact on BAF
DP2	Provides assurance that we are supporting all of our staff and working towards making LHCH the best place to work for everyone

1. Executive Summary

This paper is intended to provide a summary of the key workforce developments over Q4 2019/20 and Q1 2020/21 in relation to the Trust's Equality, Diversity and Inclusion agenda, particularly at a time where COVID-19 was having a significant impact on some of our staff covered under the nine protected characteristics. It also provides further assurance on the Trust's demonstration of compliance with the Equality Act 2010 and Public Sector duties.

2. Background

The Trust refreshed its 3 year Equality and Inclusion Strategy (2019-2021) (Appendix One) in March 2019 with the strategy setting out the Trust's commitment to taking equality, diversity and human rights into account in everything it does. The strategy is underpinned by the Trust's priorities and objectives whilst also addressing the nationally mandated requirements.

It must be noted that the COVID-19 global pandemic has completely changed the way that we have all had to operate over the last 4 months. Alongside adapting to new ways of working, the Trust has had to respond to changing and complex national guidance and therefore the traditional approach to the inclusion agenda and our strategy outcomes had to be refocused in order to respond to the challenge ahead. With that being said, the Trust has been extremely pro-active in its approach to supporting staff during the pandemic, specifically for staff in vulnerable groups and good strides have been made to promote and harness inclusion for all.

As the Trust enters the Covid recovery phase, it is expected that the Trust Strategy as it currently stands will require a refresh to ensure that it reflects and considers any changes in policy at both local and national level.

3. Q4/Q1 Equality & Inclusion Summary

A full annual report was provided to the Board in November 2019 which included a summary of the national requirements, the key findings and any associated actions.

This report focuses on key developments within Q4 2019/20 and Q1 2020/21, the position and plans from a national perspective and features any key highlights for the Trust over the last 6 months in relation to the inclusion agenda.

4. National Requirements

4.1 Workforce Monitoring Report

This report is refreshed annually and summarises equality monitoring data for the workforce at Liverpool Heart and Chest Hospital NHSFT. The purpose of this report is to demonstrate compliance with the public sector specific duties and is published on the Trust intranet. Due to Covid-19, the Equality and Human Rights Commission (EHRC) has suspended normal Public Sector Equality Duty reporting obligations in England for 2020, but have stressed however, that where possible organisations are encouraged to meet these obligations if they are able to do so.

This report is normally refreshed and ratified in Quarter 1 and work has commenced to ensure the Trust can publish this in line with the above before the end of Quarter 2. A copy will be provided to the Board at the next update, including an outline of the key findings.

4.2 Workforce Race Equality/Disability Standard (WRES/WDES)

The NHS Workforce Race Equality Standard (WRES) is a nationally-mandated system for NHS Trusts to report the relative experiences of Black, Asian and Minority Ethnic (BAME) staff compared with the rest of their workforce. The most recent results were presented to the Board in November 2019, but an overview of the results have been provided to support this update in Appendix Two and provide a reminder of the key themes.

In terms of the Workforce Disability Equality Standard (WDES), the first submission was made in 2019 so currently there is no comparison data to be presented.

NHS England and Improvement had previously advised that they had suspended the WRES and WDES and data collection process for 2020 due to Covid-19. However, the pandemic has highlighted the critical importance of workforce equality; therefore WRES and WDES implementation will continue as usual this year and we will need to complete the data collection process for the WRES and the WDES, with the deadline for submission being 31 August 2020.

The results of the WRES and WDES will be presented to the Board of Directors later this year, but we already know as a Trust that we need to further increase diversity within our senior and leadership roles within the organisation and that the NHS is at its best when it has diversity of representation at its heart, across its workforce, leadership and in processes of decision-making.

There has been no other time in recent history when ensuring diversity in decision-making was more pertinent than in the responses to Covid-19 as outlined in the WRES Briefing for Boards and Covid-19 EPRR membership in the NHS, as detailed in Appendix 3.

4.3 Equality Delivery System (EDS2)

The Equality Delivery System (EDS) is a system that helps NHS organisations improve the

services they provide for their local communities and provide better working environments, free of discrimination, for those who work in the NHS, while meeting the requirements of the Equality Act 2010.

A review of the Trusts EDS2 grading report and action plan was undertaken through the Equality and Inclusion Steering Group and was included in the Annual Board Update in November 2019.

With regards to our 2020 EDS2 review, Liverpool Clinical Commissioning Group (CCG) normally recommend holding a panel made up of Senior Leads, patient experience, nursing and Healthwatch representatives to review and agree our grading. Due to Covid-19, they have recommended that the approval of EDS2 is taken through our internal governance structure and published by 31st October 2020.

In terms of assurance, EDS2 is standing item on the Equality and Inclusion Steering Group Agenda.

5. Equality and Inclusion at LHCH

5.1 Supporting our BAME Workforce

The disproportionate impact of COVID-19 on black, asian and minority ethnic (BAME) people has become increasingly clear in recent months and Public Health England published a report detailing the disparities in the impact of COVID-19 on different groups. The report provided compelling statistical evidence that ethnic communities are at much greater risk than white communities. This alongside recent international events illustrating racism in society has been a major concern for the Trust and in order to respond, a number of actions and initiatives have been implemented:-

➤ Risk Assessments

The Trust has taken a pro-active approach to undertaking risk assessments for all staff identified in vulnerable groups for Covid-19 with black, asian and minority ethnic staff being prioritised.

In a letter dated 24 June 2020, NHS England and NHS Improvement asked NHS organisations to make significant progress in deploying risk assessments at least for all staff in at-risk groups, within four weeks. Employers have also been asked to publish a number of metrics as part of board assurance frameworks to enable board-level scrutiny and ownership.

As of 16th July 2020, the Trust is reporting 100% compliance of risk assessments completed for available black, Asian and minority ethnic staff. Table One below denotes our current substantive BME workforce and includes the workforce that has either declined or is currently unavailable for a RA.

Table One: Risk Assessment Status for Black, Asian & Minority Ethnic Staff

Risk Assessment Status	Number of staff
BME Risk Assessments Completed	157
BME Declined	18
BME Unavailable	20
BME Total	195
Total BME Staff Minus Unavailable / Declined	157

➤ LHCH Inclusion Events

The Trust held a number of Staff Inclusion Events across week commencing 29th June 2020, with the focus on supporting our BAME colleagues during Covid-19. The sessions were specifically designed to help understanding the national context and to encourage ideas for improvement and meaningful change and whilst these sessions were held for all staff to attend, we wanted to hear the views / voice of our BAME workforce and a personal invite letter was sent to staff from the CEO and Interim Director of People & Culture

To enhance the experience and to evidence commitment to this agenda, a number of guest speakers were invited to join the conversations as detailed below:

Date	Time	Venue	Speaker
30th June	8am-9am	Research Meeting Room	Dr Habib Naqvi, WRES Lead at NHS England
1st July	1.30pm – 2.30pm	Research Meeting Room	Paul Deemer, EDI Lead NHS Employers
2nd July	10am – 11am and 3pm – 4pm	Conference Room	Roger Kline, EDI Commentator and Estephanie Dunn, Regional Director, RCN NW

With nearly 120 people attending the events, which was very well supported by members of the Board of Directors, the feedback has been extremely positive and it is important that the Trust now builds on the momentum. A meeting is scheduled for 23rd July 2020 to collate the feedback and themes and to commence the development of an action plan, whilst communicating more widely the learning identified.

This action plan will include undertaking a series of additional sessions for our night staff over the summer period. The Trust has already considered the suggestions from the key guest speakers around the business case for implementing reverse mentoring for building inclusive leadership and culture and the Executive Team have agreed to both shadowing and reverse mentoring for BAME staff with a view to rolling out to other inclusion groups/protected characteristics in the future.

The events have also been timely in that we will be able to triangulate this feedback with the pending WRES data submission and any themes raised via Freedom to Speak Up, alongside the launch of the Trust's refreshed IMPACT Values and Behaviours, with the new Inclusive value.

5.3 NHS Rainbow Badge

In February 2020, the Trust implemented the NHS Rainbow Badge Scheme with over 800 staff being involved in the launch on 11th February 2020. The NHS Rainbow Badge initiative is a way for NHS staff to demonstrate that they are aware of the issues that LGBT+ people can face when accessing healthcare. The badge itself is intended to be a simple visual symbol identifying its wearer as someone who an LGBT+ person can feel comfortable talking to about issues relating to sexuality or gender identity.

The badges are just one way to make a positive difference by promoting a message of inclusion and the Trust intends to build on this over the next 12 months through the promotion and attendance at further inclusion events and by holding a local PRIDE event.

5.4 NHS Partners Programme

The NHS Employers Partners Programme supports participating health and social care organisations to progress and develop their equality performance and build an inclusive culture in the workplace over a period of 12 months. It is closely aligned to the Equality Delivery System (EDS2), NHS Long Term Plan and Interim People Plan.

The Trust submitted an application to be part of the 2020 Cohort and we are pleased to advise that LHCH has been chosen to be one of the Diversity and Inclusion Partners. However, due to the resource constraints of Covid-19, NHS Employers are staggering the intake of Partner sites over twelve months and our Partner experience will commence in June 2021.

5.5 Supporting our Carers

Carers UK estimates that 1 in 5 NHS staff has a caring responsibility for a family member or friend who is older, ill or disabled – that means 250,000 employees across the NHS in England, significantly higher than the UK average of 1 in 7. Many of these will be aged between 45-64, the peak age for caring, and among our most skilled and experienced staff.

Over the last twelve months, the Trust has been focusing on supporting carers in our workforce. In that time, we have set up a staff carers forum where staff get together once a month to discuss issues, have support from peers and listen to key note speakers. As well as a free lunch or meditation session this year, we also had a staff carers Christmas party.

Over 90 staff have registered with the group as a carer across all areas in the Trust and the group is led by the Head of Nursing Clinical Services, who is also a carer, supported by HR. The Trust is self-assessed as Carer Confident Active level 1 and is actively working towards level 2 with the aim of achieving level 3 Carer Confident Ambassador status, ensuring we are having carer support both internally and externally.

We are also exploring how to promote the Employers for Carers initiative, which was made available nationally in June, and the action plan for doing this is currently in development.

5.6 Equality and Inclusion Steering Group

Monitoring and review of equality related activities that have taken place for both our patients and our staff is undertaken through the Trust's established Equality and Inclusion Steering Group. Assurance on activity and progress against plan is provided to the People Committee on a bi-annual basis.

6. Conclusion

The equality and inclusion agenda needs to remain a key priority in 2020/21 in order to improve the experiences of our patients, our population and the experiences and opportunities for all of our staff. It will be a key element of the upcoming Developing People Strategy for the Trust, due to be launched later this year, and any actions and associated work streams need to be focused upon continuous improvement over time across all of the protected characteristics.

7. Recommendations

The Board of Directors is asked to note the contents of this report and the supporting appendices.