

## Equality and Diversity Council Meeting

**Date/Time:** Monday, 30 October 2017, 14.00 – 16.30

**Location:** Rooms 136B, Skipton House, London

**Minutes**

### RECORD OF MEETING

#### 1. Welcome, introductions and apologies

1.1 Joan Saddler, Co-Chair, welcomed members to the meeting. The following apologies were received: Ellen Armistead, Jane Cummings, Sara Gorton, Liz McAnulty, Lee McDonough, Danny Mortimer, Dr Anthea Mowat, Adam Sewell-Jones, Tony Vickers-Byrne, Melanie Walker.

#### 2. Minutes of the last meeting and actions

- 2.1 The minutes of the meeting held on 18<sup>th</sup> July 2017 were approved with one amendment as Tracie Jolliff had sent her apologies.
- 2.2 The actions had been taken forward.
- 2.3 It was agreed that a Forward Planner for agenda items would be developed aligned to the work of Task and Finish Groups.

#### 3. Draft EDC work programme for 2017/18 (EDC01)

- 3.1 Joan Saddler summarised the draft EDC work programme. The work programme included the following three high level themes:
- Enabling leadership capability and capacity
  - Embedding levers and accountability
  - Supporting the system architecture
- 3.2 There was a rich and wide ranging discussion relating to the recommended work programmes and establishment of the task and finish groups. After much deliberation it was agreed that the three groups would be established as soon as possible, and that it was important that they focused was on measurable outcomes and not just process and should have at least one SMART objective. Groups would be convened so they could report to the January meeting of the EDC meeting. **Action: EDC Secretariat**
- 3.3 It was also noted that the EDC needed to connect with local groups as well as provide strategic leadership to the system. The Council discussed the proposals for strengthening the communications activity and it was agreed that the EDC needed a pro-active approach, and that each of the working groups should clearly identify and engage with their key stakeholders. **Action: EDC Secretariat**
- 3.4 Members raised the importance of reducing variation in access to, and patient outcomes from, NHS services. Mental Health was highlighted as a key priority area in the Next Steps on the NHS Five Year Forward View. It was noted in

particular the variation in access and outcomes between different groups e.g. BME and LGBT communities.

- 3.5** It was also noted that the implementation of WRES had led to a series of improvements and learning from this approach was important. Members discussed whether there was a need for more explicit improvement goals to mobilise people working within STPs. This could be linked to the wider work being undertaken within NHS England as part of its support offer to STPs.

**Action: NHS England**

- 3.6** Simon Stevens noted that 2018 will be the 70<sup>th</sup> anniversary of the NHS and the Windrush, and that it would be important to reflect the contribution made by BME and other NHS staff as part of these celebrations. **Action: WRES Team (to liaise with EDC members)**

#### **4. WRES update and the Race Disparity Audit (EDC02)**

- 4.1** Yvonne Coghill provided an update on the Workforce Race Equality Standard (WRES). During the second phase of the programme the focus will be on three pillars: enabling people; embedding accountability; and improving outcomes across the system. It was noted that the 2017 WRES data would be published in December 2017, and that the evaluation of Phase 1 of the programme had been commissioned. Members reflected on the suggestion for a “Race Observatory”. Some members thought the name sounded rather passive and did not convey action and change. Marie Gabriel and Habib Naqvi suggested that an “Observatory” could provide the evidence to create strategies that would ultimately make a difference. It was noted that WRES implementation across the NHS thus far had been very effective, and over time, Phase 2 of the WRES programme would help to change cultures across the system. It was agreed that a more detailed WRES update would be provided to the January meeting.

**Action WRES Team**

- 4.2** Habib Naqvi and Ann Marie Connelly provided an overview of the health data published recently by central government as part of the Race Disparity Audit (RDA). It was noted that the WRES provided a system-wide response to the RDA evidence demonstrating the relationship between improving staff experience and better health outcomes for patients. Mental Health and Cancer have been identified as priority areas within the Five Year Forward View and for the EDC, it is important that these are analysed through the lens of protected characteristics. It was noted that working with Cancer Alliances could be beneficial. AMC outlined data that showed the variation in certain outcomes depending upon where a person lived. Areas of deprivation had poorer outcomes.
- 4.3** The EDC members reflected on how evidence can be used to support changes in the system, and whether incentives could be aligned to address issues linked to deprivation and health inequalities. It was highlighted that NHS England allocated additional funding to CCGs with the greatest health inequalities; it would be an interesting exercise to find out how this funding was being utilised. It was agreed that the WRES team would work with the emerging Task and Finish Group re: Embedding levers and accountability, to take this forward. **Action: WRES team/EDC Secretariat**

## 5. CQC 'Equally Outstanding' (EDC03)

- 5.1** Lucy Wilkinson and Paul Corrigan provided an overview of "Equally Outstanding" – a resource which considers how a focus on equality and human rights can improve care quality in times of financial constraint.
- 5.2** EDC members were asked to reflect on how to influence providers to learn from the examples of best practice in relation to equality and human rights. It was noted that CQC inspections provided a repository of examples of good practice that could be shared across the system, including NHS Improvement. CQC had also found that better performing organisations had strong links to their local community and voluntary organisations. It was agreed that a human rights approach can lead to improvements in equality, and this should be reflected in the refresh of EDS2. **Action: Melanie Walker**

## 6. Update on the Sexual Orientation Monitoring Information Standard (EDC04)

- 6.1** Kevin Holton and Paul Deemer provided an update on the development and launch of the information standard for Sexual Orientation monitoring (SOM) which was published on NHS Digital website on 5 October 2017.
- 6.2** It was agreed that the original FAQs produced for the SOM should be refreshed to address the practical queries raised by members of the EDC. Once updated these should be placed on NHS England's website and publicised via the multi-disciplinary SOM Task and Finish Group. **Action: Caroline Humphreys/ Michail Sanidas**
- 6.3** Given some of primary care practitioners concerns, it was suggested that it might be useful to explore if the SOM standard could be used as part of the EMIS template for new patient registrations. **Action: EDC Secretariat/NHS Digital**

## 7. Workforce Disability Equality Standard (WDES) update (EDC05)

- 7.1** Leander Neckles provided an update on the development of the WDES metrics including the piloting and consultation with key stakeholders. The EDC discussed the importance of not overburdening the system or distracting providers from implementing the WRES, even if it meant a slight delay to the launch of the WDES. It was noted that the NHS Standard Contract had been amended to allow some flexibility on timing and this was currently out to consultation.
- 7.2** EDC members were asked to feedback to the WDES team any comments on the draft metrics. **Action: EDC members**
- 7.3** It was suggested that the consultation on the WDES should be in two stages: an initial survey in December 2017 to allow for soft intelligence gathering, to be followed by a more formal consultation in early 2018. This was agreed. **Action: WDES Team**
- 7.4** EDC members were reassured that actions had been identified to mitigate the risks identified in the paper.
- 7.5** It was agreed that an update on the WDES would be provided to the January 2018 meeting of the EDC. **Action: WDES Team**

<b>Agreed as an accurate record of the meeting</b>	
<b>Date:</b>	
<b>Signature:</b>	
<b>Name:</b>	Simon Stevens Joan Saddler
<b>Title:</b>	EDC Co-Chairs

## Appendix A: EDC members in attendance

<b>First name</b>	<b>Surname</b>	<b>Organisation</b>
Ellen	Armistead	CQC
Lisa	Bayliss-Pratt	Health Education England
Dr Neil	Churchill	NHS England
Professor Jane	Cummings	NHS England
Andrew	Dillon	National Institute for Clinical Excellence
Sir Sam	Everington	Tower Hamlets CCG
Marie	Gabriel	East London NHS Foundation Trust
Sara	Gorton	Social Partnership Forum
Isabel	Hunt	NHS Digital
Wendy	Irwin	RCN
Amy	Leversidge	Staff Council
Liz	McAnulty	Patients Association
Lee	McDonough	Department of Health
Danny	Mortimer	NHS Employers
Dr Anthea	Mowat	BMA
Imelda	Redmond	Healthwatch England
Kathy	Roberts	Health and Wellbeing Alliance
Joan	Saddler	NHS Confederation
Adam	Sewell-Jones	NHS Improvement
Simon	Stevens	NHS England
Tony	Vickers-Byrne	Public Health England
Melanie	Walker	Devon Partnership NHS Trust
Ray	Warburton	NHS Lewisham CCG
Rob	Webster	South West Yorkshire Partnership NHS Foundation Trust
To be confirmed		Health and Wellbeing Alliance (Nomination pending)

## Guests and EDC Secretariat

First name	Surname	Organisation
Yvonne	Coghill	NHS England
Annmarie	Connelly	Public Health England
Paul	Corrigan	Care Quality Commission
Paul	Deemer	NHS Employers
Kevin	Holton	NHS England
Caroline	Humphreys	NHS England
Tracie	Jolliff	NHS Leadership Academy
Baljit	Kaur	NHS England
Dr Leander	Neckles	NHS England
Dr Habib	Naqvi	NHS England
Rachel	Power	Patients Association
Dr Christine	Rivers	NHS England
Michail	Sanidas	NHS England
Richard	Watson	NHS England
Lucy	Wilkinson	CQC
Clare	Woodford	BMA