Item 2.iii

Report to:	Trust Board	Date: 7 September 2023
Report from:	Oonagh Monkhouse, Director of Workforce and OD	
Principal Objective/ Strategy and Title:	Director of Workforce Report – Equality, Diversity and Inclusion	
Board Assurance Framework Entries:	Staff Engagement Retention Recruitment	
Regulatory Requirement:	Well Led	
Equality Considerations:	Supports the delivery of the Trust's WRES, WDES and EDS goals. This report supports the requirements laid out in the Equality Act 2010 and the Public Sector Equality Duty (PSED). This report provides assurance that the Trust is complying with NHS Workforce Equality Standards as outlined in the NHS Standard Contract.	
Key Risks:	• **Staff retention** • **Staff engagement** • **Patient experience** • **Quality and Safety of services provided.**	
For:	Approval and noting.	

1. Purpose/Background/Summary

1.1 The purpose of this paper is to seek approval of the following:

- Workforce Race Equality Standard (WRES) report and Action plan 23/24
- Bank WRES report 23.
- Workforce Disability Equality Standard (WDES) report and Action plan 23/24

These have been reviewed in detail at the Workforce Committee and had sign off from the Committee.

And to provide an update on the following:

- Equality Diversity and Inclusion (EDI) Annual Report 22/23
- Staff Network EDI Strategy 22/27
- Update on National NHS EDI Improvement plan.
- EDI Workplan- which includes:
   -Equality Delivery Standard 2 (EDS2) progress.
   - Completion of Transformational Reciprocal Mentoring (TRM) Cohort 1

1.2 These items provide an overview of the work plan and activity over the last year and for the year ahead on the important strategic EDI agenda. The business and moral case for having a culture that has EDI at its centre is comprehensive and clearly aligned to our corporate strategic objectives as a Trust. Our Trust is known for its medical excellence; it is important that the Trust also focuses on going above and beyond the minimal requirements set out by law or our regulators and achieving excellence in our leadership. The Trust's EDI work should seek to create a culture of continuous improvement with regards reducing health inequalities and tackling discrimination.

2. WRES and WDES Report and Action Plan 23/24

2.1 The WRES requires NHS trusts to self-assess against nine indicators of workplace experience and opportunity. Four indicators relate specifically to workforce data, four are based on data from the national NHS staff survey questions, and one considers BME representation on boards.

2.2 The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) which enables NHS organisations to compare the workplace and career experiences of disabled and non-disabled staff. NHS organisations use the metrics data to develop and publish an action plan. Year on year comparison enables NHS organisations to demonstrate progress against the indicators of disability equality.

2.3 Trusts had been required to submit their data to NHSE by the end of August, but this was moved, at short notice, to May 2023 in order to improve the timeliness of reports being provided by the national team. We complied with this revised timeline to submit the data set. We have been working with relevant stakeholders to develop action plans that address the inequalities highlighted by our data. These action plans are being present to the Committee for approval ahead of being published on our website.

Please see separate papers attached outlining RPH's WRES, WDES data report and Action Plan for 23/24

3. Bank WRES report 23.

3.1 Following the introduction of a separate national survey for Bank staff NHSE have introduced a Bank WRES. The aim of the bank WRES is to understand how ethnicity, gender along with contract type intersects with the experience for this part of the NHS workforce. With its primary focus to set a meaningful and recognised standard of measures that will support the NHS to recognise variation, highlight positive practice and drive actions that will evidence clear steps toward belonging for this part of this workforce.

3.2 In 2022 Trusts were not mandated to undertake the national bank survey and therefore this Bank WRES submission was not mandated. We chose to undertake the national survey and have also chosen to submit data for the Bank WRES.

3.3 Our first data submission and report is attached as a separate paper. As this is the first report for RPH on Bank, it highlights the baseline data, and will have more in depth comparative data in 24/25 reporting year.

Please see separate paper attached outlining RPH's Bank WRES data report 23.

4. EDI Annual Report 22/23

4.1 As part of meeting our Public Sector Equality Duty we have decided to start producing an annual EDI report, that draws together all of the work undertaken in the previous year relating to improving EDI across the Trust. This first annual report is attached for noting and will be published on our website following the Committee. In future years we will seek to publish this report by the end of May.

The report is included in the reference pack for information.

5. Staff Network EDI Strategy 22-27

5.1 The Staff Network Chairs decision to produce a strategy stems from their desire to create a clear, structured, and actionable roadmap for advancing Equality, Diversity, and Inclusion (EDI). They

recognised the need for a strategy that not only responds to current challenges but also anticipates future opportunities.

By producing a strategic plan, they aim to clarify RPH's objectives, align efforts, and measure progress in a consistent way. The strategy shows their committed approach to embedding EDI principles into the fabric of RPH.

The strategy is included in the reference pack for information.

6. Update on National NHS EDI Improvement plan

6.1 On June 8th, 2023, NHSE published its EDI Improvement plan, the plan outlines 6 high impact actions, these actions are purposely intersectional. Recognising that people have complex and multiple identities, and that multiple forms of inequality or disadvantage sometimes combine to create obstacles that cannot be addressed through the lens of a single characteristic in isolation.

Each High impact action sets its action, then requires each organisation to complete a set of SMART objectives by a timeframe, and then outlines a success metric. The plan can be accessed [NHS England » NHS equality, diversity, and inclusion improvement plan](https://www.england.nhs.uk)

6.2 The Head of EDI and Director of Workforce and OD are working through a gap analysis in order to assess whether our Workforce Strategy aligns with this plan and to assess how well RPH is meeting its EDI objectives and where improvements may be needed against NHSE's National EDI Improvement plan.

7. Update on the EDI Workplan May to July 2023

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Engagement and Involvement
- SCHWARTZ round held May 23 with a focus on Neurodiversity (dyslexia).
- Network EDI Strategy approved.
- Pronouns Leaflet approved.
- Men's Health Group set up. - May 23
- Re-launch of BAME Network now Race Equality Network (REN). Also, Windrush celebration- June 23
- 2:1 discussion with expression of Interest candidates for TRMI Cohort 2.- July 2023.
- Transformational Reciprocal Mentoring Cohort 1- module 4, July 19th and 20th. Completion- **Separate slide and update in Workforce Dashboard.**

Compliance Management/ Governance and Data Collection Analysis
- WDES and WRES report and action plans 23/24.
- EDS2022 – Domain 1 – Services decided. Domain 2- Evidence collection commenced. Domain 3- Meeting with CPFT and NWAFT on joint working, and engagement sessions set up.
- Gender Pay Gap Action Plan published.
- Ongoing work on developing a Trans Policy.
- Violence and Aggression Policy approved.
- CQC Fundamentals of Care- Jan 2023 (CQC Fundamental Regulation peer-review assessment). - Continuing.
- End Evaluation of Transformational Reciprocal Mentoring Cohort 1- due to commence.

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Talent Management/Training
- Inclusion In Action- Part of Line Managers Development Programme- Building Cultural Awareness, Understanding Impact of Inclusion, EDI Linking Through All We Do, Cohort 4 and 5 May-July 2023.
- Leading on System Training work- Inclusive Leadership including Cultural Intelligence Programme in development.

Coaching, Mentoring and Sponsorship
- Transformational Reciprocal Mentoring for Inclusion – Module 4- July 2023.
- Transformational Reciprocal Mentoring Wrap around support pack. (coaches)
- Transformational Reciprocal Mentoring for Inclusion – Cohort 2

8. **The Board is asked to:**

- Approve the WDES, Bank WRES and WRES reports and action plan for 23/24.
- Note the progress and the activity against the EDI work plan, including the progress of EDS22.
- Note the EDI Annual Report 22/23 and Staff Network EDI Strategy 22/27.
- Note the work for the newly published National NHSE EDI improvement plan that needs to be done.