NHS
Royal Papworth Hospital
NHS Foundation Trust

Agenda item 4.ii

Report to:	Board of Directors	Date: 5 October 2023
Report from:	**Director of Workforce and Organisational Development**	
Principal Objective/Strategy:	**Update from the Director of Workforce and OD on key workforce issues not addressed in the PIPR**	
Title:	**Report of the Director of Workforce and Organisational Development**	
Board Assurance Framework Entries:	**Recruitment Retention Staff Engagement**	
Regulatory Requirement:	**Well-Led**	
Equality Considerations:	**Public Sector Equality Duty Workforce Race Equality Scheme**	
Key Risks:	• **Turnover increases as a result of poor staff engagement** • **We are unable to recruitment sufficient staff to meet safe staffing levels** • **Staff engagement is negatively impacted by poor people practices**	
For:	• **Approve the goals for representation of staff from a BAME background in Band 7 and above pay bands.** • **Note the work of the Staff Networks**.	

Items covered in this paper are:
• Goals for pay progression
• Update on the activity of the Staff Networks

1. Goals for pay progression

1.1 At the Trust Board meeting on 7 September 2023 there was a request that we set specific goals for the representation of the staff from a BAME background in AfC Band 7 and above pay bands in the Trust in support of our ambition to improve the equality of career progression. The purpose of this paper is to seek approval for these goals.

1.2 We have an objective in our Workforce Strategy to:
"…I embed fair and inclusive recruitment processes and talent management strategies that target under-representation and lack of diversity as well as equity of career progression opportunities for staff of all protected characteristics."

1.3 Our WRES action plan includes several actions to support the achievement of this objective. We monitor progress via the WRES and we also monitor it at a high level via quarterly reporting in PIPR. However, to date we have not set specific goals to monitor our progress against.

1.4 Attached as Appendix 1 are proposed goals for 2023 – 2025. We are proposing setting goals for non-clinical and clinical staff as there are different career paths and issues affecting progression, for these different staff groups. The goals are based on us achieving proportionate representation across each band based on the overall ethnic composition of the workforce which is currently approximately 30% from an ethnic minority and 70% white.

1.5 It is proposed that we incorporate these goals into our WRES action plan and monitor progress against these via the EDI Steering Group and the Workforce Committee. The Workforce Committee have considered and approved this approach.

2. Staff Networks Update

2.1 All of the four staff networks continue to meet regularly and are leading on a varied range of initiatives to improve the working experience of staff and in many cases also the experience of our patients. I am extremely grateful for the inspiring leadership of the network leads. The current work/focus of the networks are set out below. All of the networks marked national Inclusion Week by running a cake sale to raise money for the RPH Charity as a thanks for the support it provides the Networks.

2.2 Below is an overview of the current work of the Networks:

Disability and Difference and Working Carers Network	LGBT+ Network
• Review of door access. Doors have been identified in outpatients and HLRI that need better signposting of push buttons. • New accessible benches have been ordered for wheelchair users to sit outside. • BSL course – x4 members of staff are continuing the course and all 4 have completed and passed their first set of exams. • SignLive – working with digital to have the promotional video displayed in atrium and outpatients screens to encourage better awareness • Working with Digital Services to put in better signage of Hearing Loop facilities	• Trans Policy has been signed off and this will be launched for Trans awareness week 13 November 2023 • Pronoun leaflet will be launched for LGBT+ history month in Feb 24 • Kite Trust will be holding a webinar on pronouns also in Feb 24 • Jack and the Deputy CNO will be doing ward rounds with the tea trolly to engage staff about the Staff Networks and their work.
Race Equality Network	**Women's Network**
• BHM event planned for 13 October • English lessons – x2 members of staff currently taking part, I have had a request for a potential of x9 Housekeeping staff to take part in lessons. Funding is still available for this. • Commenced ward rounds for engagement in August and will complete the rest of the hospital in coming weeks.	• Schwartz round taking place on 21 November around everyday discrimination. • Sophie Harrison to lead on an "In conversation" webinar off the back of the survey that was sent to the network. The first webinar will be around the challenges women have had in leadership roles. • More work to commence around everyday misogyny as it is a topic that keeps being raised within the network and someone who has been identified to provide training for staff in how to address incident. • Review of the pilot of the provision of sanitary products and how we do this sustainably. • Marking World Menopause day by offering care packages and joint working with CUH Wellbeing facilitators

3. Recommendation:

The Board of Directors is requested:

- To approve the goals for representation of staff from a BAME background in Band 7 and above pay bands.
- To note the work of the Staff Networks.