

**EQUALITY, DIVERSITY & INCLUSION COMMITTEE (EDIC)**  
**Chair – Sue Bridge**

**Minutes of the meeting held on 19<sup>th</sup> February 2018**  
**11.30am - 1.00pm**  
**Boardroom, Education Centre**

| AGENDA ITEM                                     | DISCUSSION  |
|---|---|
| <b>PRESENT</b>                                  | Sue Bridge – Head of HR<br>Karen Hussey – HRBP, Medicine, Surgery and Emergency Department<br>Louise Mclver (LMc) – Equality, Diversity & Inclusion Manager<br>Linda Leake – Staffside Representative<br>David Fairweather – Membership Manager, Communications Department<br>Fred Heddell – NED<br>David Childs – Chaplain<br>Judith Craven – Board of Governors representative<br>Laura Mansfield (LM) – Patient Experience representative<br>June-Anne Murrey – Freedom to Speak-up Guardian   |
| <b>1<br/>Welcome &amp; Apologies</b>            | Apologies received from Jes Johnselvan, Jayne Toplis, Amanda Burton<br><br>Sue Bridge welcomed everyone and introductions were given.   |
| <b>2<br/>Minutes from previous meeting</b>      | The minutes for the meeting on 06/12/2017 were agreed. Amendment made to note Jes Johnselvan had given his apologies. <b>Action Complete</b>  |
| <b>3<br/>Action Tracker</b>                     | The action tracker was updated.<br><br><b>Terms of Reference:</b> LMc to contact Alison Semmence, Neil Rothnie, Julie Coleman, Cheryl Schwarz and Denise Townsend to confirm their roles within the Committee. If they are unable to attend, a substitute should be suggested. The addition of a Matron and/or HoN to be included as a member was raised. LL commented on the lack of “diversity” in the room and it was agreed that senior representatives from the minority / diversity groups should be added to the ToR. It was also suggested that the Speak-up Guardian / Champion be added to the members list. <b>LMc to circulate revised members list.</b><br><br><b>SB and FH to discuss outside of the meeting where EDIC feed into with regards to information arriving at a Board level.</b><br><br><b>Staff Survey:</b> LL suggested that Comms should be proactive with good news stories to defend the SUHFT staff as this would be good for morale. SB summarised a few positive projects which were currently going ahead. DC also commented on the amount of request he has from volunteers to work at SUHFT as it was considered a good place to work.<br><br><b>SB agreed to discuss possible stories with Comms.</b> |
| <b>4<br/>Equality objectives update 2017/18</b> | LMc summarised the 4 key objectives, concluding that there are robust plans in place and EDIC would monitor and review action plans and progress.<br><br>LMc also summarised some promotional events with links in the community: <ol style="list-style-type: none"> <li>1) LGBT month with a stand at the Ed Centre with the objective of recruiting new members.</li> <li>2) Introduction of Network Groups i.e. Disabilities Group which highlighted</li> </ol>  |

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|  | <p>the difficulty disabled staff still have accessing some areas.</p> <p>3) Southend Pride - 14th-21st July various celebrations will take place through the week with a final event in the High Street on the 21st where we aim to have the Recruitment stall and an Equality Diversity and Inclusion stall for promotion.</p> <p>LL raised the issue of the “PRIDE” flag. DF agreed to discuss the issue with SB and the Site Leadership Team. FH also agreed to discuss at the Board the issues around removing the union flag to replace it with another one.</p>  |
| <b>5 EDS2 update</b>                     | <p>LMc summarised the encouraging progress made so far according to the evidence table. 2 areas are now showing as excelling in patient access and experience.</p> <p>LL agreed that the improvement was very evident and that dementia in particular had received a great deal of focus. FH agreed that the fantastic work being done for dementia in the hospital should be published as a “positive” for SUHFT.</p> <p>LM added that a great deal of changes had been made which were helping clear backlogs.</p> <p>JC asked if there were any trends across the 3 Trusts. LMc confirmed that they are looking at the possibility of joint reports for the future.</p>   |
| <b>6 Gender pay gap</b>                  | <p>KH confirmed that the National data was currently being analysed. She also confirmed that SUHFT was liaising with both BTUH &amp; MEHT to confirm that the data was being calculated on the same basis at all 3 sites. The results will be published on 31<sup>st</sup> March and will go to SLT, Board and JEG.</p> <p>SB confirmed that the 3 sites would work on rectifying any gaps that are identified.</p>  |
| <b>7 WRES update</b>                     | <p>LMc summarised the action plan, highlighting the EDIA/Speak-up Champions who were making a difference with regular meetings.</p> <p>LL remarked that she was not convinced this role was working as she had not seen an improvement in the bullying problems at SUHFT.</p> <p>SB replied that there were a large number of activities and workstreams in place and that a huge amount of work was being done in all areas.</p> <p>FH stressed the importance of working on “quick win” areas once the staff survey results are known.</p> <p>LL added that retention was a huge issue and JC asked if mentorships and appraisals were joined up. SB informed the members of the huge amount of work being done currently on the nursing and retention plan.</p> |
| <b>8 WDES</b>                            | <p>LMc reported that this work was still ongoing and the data would be ready by 01/04. <b>Will return to the agenda at the next meeting.</b></p>   |
| <b>9 Diversity Network Groups Update</b> | <p>SB asked if all groups were represented. JC raised mental health as an area and SB confirmed that a large piece of work was about to be rolled out on this. Disability is missing from the list. It was proposed that more work be done with the network leads.</p>   |

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| <b>10<br/>Diversity events</b>                           | LMc presented a summary of the proposed events for 2018 (full list available on the intranet).<br><b>SB suggested a brainstorming session at the next meeting to decide which areas to support and who to invite to the EDIC group.</b>   |
| <b>11<br/>Equality Impact Assessment Guidance Policy</b> | Document to be circulated for comments as meeting overrun meant item could not be covered. Laura Mansfield added that it was important to add the Equality Assessment at all times.<br><b>LMcI to circulate paper after the meeting to all EDIC members and leads in these areas.</b> |
| <b>12<br/>Sainsbury's presentation (video)</b>           | Link for video to be circulated as meeting overrun meant item could not be covered.<br><b>LMcI to circulate link after the meeting.</b>   |
| <b>13.<br/>A.O.B.</b>                                    | None raised   |
| <b>NEXT MEETING</b>                                      | 9 <sup>th</sup> April 2018 - 10.30am, The Boardroom   |