

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

Minutes of the meeting held on 9th April 2018
10.30am – 12.30pm
Boardroom, Education Centre

PRESENT			
	Sue Bridge	(SB)	Head of HR
	Karen Hussey	(KH)	HR BP, Medicine, Surgery and Emergency Department
	Louise Mclver	(LMc)	Equality, Diversity & Inclusion Manager
	David Fairweather	(DF)	Membership Manager, Communications Department
	David Childs	(DC)	Chaplain
	Judith Craven	(JC)	Board of Governors representative
	Laura Mansfield	(LM)	Patient Experience representative
	June-Anne Murray	(J-AM)	Freedom to Speak-up Guardian
	Cheryl Schwarz	(CS)	Deputy Director of Nursing

AGENDA ITEM	DISCUSSION
1 Welcome & Apologies	Apologies received from Fiona Kennedy, Fred Heddell, Amanda Burton, Jes Johnselvan, Joe Cooke, Tracey Turner. Sue Bridge welcomed everyone and asked that those who had not attended be sent an email reminder for future meetings.
2 Minutes from previous meeting	The minutes for the meeting on 19/02/2018 were agreed with no amendments.
3 Action Tracker	The action tracker was updated. It was confirmed that Comms had gone out regarding the Staff Survey results and that the staff survey analysis would be presented at the next meeting. It was proposed to link the survey results to flexible working via the retention engagement group. LMc agreed to liaise with Steph Wilson regarding this and to invite her to the next meeting. KH added that the results could also be linked to the current managers education project.
4 Equality objectives update 2017/18 and proposed objectives 2018/19	LMc presented her summary adding that the first equality and diversity training session was held on 06/04 and it went very well and was very interactive. The intranet page has now been updated. SB raised the issue of Recruitment training. KH confirmed that the platform is ready to go but that no real progress had been made. SB agreed to raise this issue at the next HR Board (20/04) and to discuss with Niki Butler. LMc summarised the planned promotional event which would be advertised via her good links with Comms. LMc asked the group for confirmation of the proposed Equality Objectives 2018/19: <ul style="list-style-type: none"> • Gender Pay Gap Action Plan • EDS2 / WRES / WDES • Diversity Network Groups – <i>it was suggested that a representative from each group give an update at the EDIC meetings. LMc to identify possible “champions” to raise the group profiles i.e. a CMT member.</i> • Training These objectives were agreed.

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	<p>Additional objectives were proposed:</p> <ul style="list-style-type: none"> • Flexible working • Training (Training for managers, it was noted, is difficult to disseminate) <p>JC added that more diversity was needed and asked how SUHFT compared to the other 2 Trusts with Equality & Diversity. SB replied that best practice was currently being reviewed and that she hoped the other 2 Trusts would follow SUHFT’s approach. SB also added that, although group agendas would come in the future, local teams would remain important as each site has different demographics.</p> <p>SB suggested possible guest speakers or representatives to raise the profile of EDIC.</p> <p>SB thanked LMc for the work that she had done so far.</p>
<p>5 EDS2 update</p>	<p>The evidence tables show a marked improvement. LMc will continue to meet with Staffside to discuss how the Trust is complying with the EDIA (Equality, Diversity & Inclusion Advisor) requirements. A new action plan will be presented at the next meeting.</p>
<p>6 Gender pay gap</p>	<p>LMc presented the paper as a snapshot of the initiative and notified the group that an Action Group had been put together made up of Steph Wilson, Claire Harris, Fiona Kennedy and Andy Boyle. KH confirmed that the uploaded data was now public information and SB advised everyone to view this as well as Clare Panniker’s email which is available in the intranet. LM informed the group that the Gender Pay Gap objectives were set by the Board and SB added that action plans were already in place and would report to the FRC and site Board with both group and site actions, in line with the other 2 Trusts. KH stressed that the nature of the NHS meant that there are more males than females in some roles and DC added that it was a good thing to have the data available to the public, nationally as well as locally. KH explained point 3.3 of the report (Mean Average Bonus Pay Gap%), explaining that although the NHS does not have a bonus scheme, the CEAs are considered as such as they are applied for. KH added that the NHS was currently reviewing CEAs and that the process & terms could change within the year. KH also pointed out that a lot of work was being done on medical staffing from medical school / junior doctors upwards.</p> <p>CS mentioned that section 3.5 of the report was unclear and that the working was not positive i.e. “relevant employees”.</p> <p>KH added that this was not to be confused with “equal pay”.</p> <p>SB agreed to liaise with Mary Foulkes to obtain the group action plan and circulate it to the group.</p> <p>SB commended the group on the huge amount of work that had been done around this initiative.</p>
<p>7 WRES update</p>	<p>LMc summarised the progress in 2017, confirming that end of year data had been uploaded to the national Unify2 database. LMc informed the Committee that an action plan is currently in place which is monitored by EDIA and that analysis from the Staff Survey was needed prior to drafting a new action plan.</p> <p>SB questioned item 1.5 which was RAG listed as red. KH replied that this data</p>

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	was historically inaccurate and LMc agreed to liaise with Andy Boyle regarding this.
8 WDES	<p>LMc updated the group on the outcome of the recent conference in London where it was announced that the initiative would commence in 2019. This will remain on the agenda and continue internally for now, following the NHSE standard. LMc agreed to bring a report to the next meeting.</p> <p>JC asked if there was any data confirming how many “disabled” staff were employed. KH confirmed that 2% of the workforce had declared a disability on ESR but a higher number had declared it on the recent Staff Survey. KH informed that group that this data would be part of the presentation at the next meeting.</p>
9 Diversity Network Groups Update	<p>LMc informed the group that the March BAME Group meeting was not well attended. SB asked if the group had a Terms of Reference and asked that Maxwell Ndongwe attend the next meeting to give an update on the key actions. It was suggested that the BAME meeting notes could be circulated to the wards and LMc confirmed that Maxwell was already visiting wards.</p> <p>The LGBT Group met 04/04. Suggestions were rainbow lanyards and badges. SB confirmed that this would not be in line with uniform policy but that other avenues would certainly be discussed. SUHFT will be supporting Southend Pride and LMc is a Committee Member and has proposed a recruitment stand during the event. Coffee morning drop in sessions will also be organised.</p> <p>The Disability Group currently only has 2 members and SB agreed to take this to the SLT Meeting on 12/04 to raise awareness and propose a CMT sponsor.</p> <p>JC asked if there was a mental health group. SB agreed that this was important for staff and that it came under the Disability Group. SB also added that the POD team were looking at sessions to build resilience as part of the agenda. Stress assessments and the Health & Wellbeing Group also cover this and it falls under WDES.</p> <p>Other areas suggested were ageism and pregnancy support. LMc agreed to discuss proposals with Steph Wilson and possibly invite a HR representative to the next meeting.</p>
10 Diversity events	<p>LMc summarised the events where SUHFT would be involved including Equality Human Rights UK (14-18 May), Black History Month, Pride, World Mental Health Day.</p> <p>LMc will provide a list of events for each Diversity Network Group</p>
11 Equality Impact Assessment Guidance Policy	The Equality Impact Assessment Guidance Policy and Diversity Network Groups policy were both signed off at DMG on 26th March
12.	JC updated the group on her recent Mosque visit and agreed to be a Religion

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A.O.B.	Network Group champion and to liaise with DC regarding the group membership.
NEXT MEETING	04/06/2018