

TRUST BOARD

Title: KEY MATTERS AND ESCALATION REPORT
Name of Committee: PEOPLE PARTICIPATION & EQUALITIES COMMITTEE (PEEC)
Committee Chair: Fazilet Hadi
Meeting Date: 16 May 2024

Summary of key messages:

Reports/ presentation(s):

Anti-Racism Plan 2024/ 25

It was noted that staff feedback had identified 11 new objectives for Year 2. There are several objectives that are a continuation from Year 1 including: Patient Experience, Workforce, and the Inclusive Leadership work. The newly identified objectives were presented and recommended to the Committee for approval (Committee approved the objectives). As part of the strategy discussion, it was highlighted that staff diversity reflective of the population and, diversity of experience and background were of clear benefit as:

- A diverse workforce allows the population to be better served, further providing a sense of psychological safety as those with similar characteristics are visible to service users.
- Ensuring that intersectional patient stories are shared from diverse populations with more than one protected characteristic is imperative to support on-going awareness and reduce health inequality/ bias.

An update on the plan will be presented to the Committee in 6 months' time.

Assurance: substantial.

Quality Strategy and People Strategy (Q4 Update)

Outcomes of the work linked to strand 4 of the Quality Strategy (People Participation) were highlighted for the Committee's attention. It was noted that all the priorities had been achieved or are now business as usual except action 2.1- the development and implementation of the Learning Disabilities Strategy, this has been moved to next year's plan. This was expected as Year 1 focused on strategy development, with Year 2 concentrating on implementation.

The end of year updates for the People Strategy, Programme 2 - Diversity and Inclusion for all were highlighted, key points included: The Unison Anti-Racism Pledge, this is progressing well, a review on the current position will be taking place in May 2024 and a Standard Operating Procedure (SOP) has been created for each potential interview panel role. The guidance was identified as being very detailed, with its audience aimed at less experienced and less confident staff. A further update was provided in relation to the new Inclusion Plan. This will be co-produced and developed in conjunction with colleagues across the Trust, with a draft version being brought to the Committee towards the end of 2024.

Assurance: substantial.

Learning Disability Strategy Implementation Group Update

It was highlighted to the Committee that the strategy has been transferred onto the Trust template, following adjustment this will be re-circulated to the Clinical and Professional Leader's Group for virtual approval. Amendments include addition of the Reasonable Adjustment Red Flag, introduced in March by NHS England (NHSE) and increased detail around the Oliver McGowan training. The Implementation Group has met on a couple of occasions and will continue to lead this project through 2024-25.

It was highlighted that it would be beneficial to have sight of the Integrated Care System's (ICS) annual statement detailing how care is being improved for those with Learning Difficulties, this could be utilised to identify areas of need that would be beneficial to highlight to the ICS.

Assurance: substantial.

Key Issues From The Workforce Diversity And Inclusion Group

The report focused on the 2023/ 24 race equality and disability actions. The next Workforce Race Equality Standards (WRES) and Workforce Disability Equality Standards (WDES) data will be published imminently and utilised to identify a plan for 2024/ 25. The following items were presented to the Committee:

- The Trust has offered to review and feedback on a draft mandatory e-learning programme advising staff how to handle violence and aggression from the public. In the interim bespoke training has been purchased for a team, this is being reviewed and a range of other options are being considered.
- The Gender Pay Gap Report was highlighted for the Committee's attention.

Assurance: substantial.

Other

The Committee discussed an opportunity to review the Voice Of the Child/ young person within the organisation, and how we can be assured that their voice is heard and incorporated into the Trust's vision and strategy. It was also highlighted that an evaluation of whether we are linking into the most appropriate community groups would also be useful to understand gaps in communication.

Risk

There are currently no risks or issues assigned to this Committee, it was noted that the risk presented in February was assigned to the incorrect Committee.

Key Matters and Escalations to the Board:

The Committee approved the Anti-Racism Plan for Year 2.

Emerging Risks/Issues:

None.

Examples of Outstanding Practice or Innovation:

The reports contained several examples of good practice including:

- The second Annual Volunteer Survey provided positive results including: a 72.5% response rate.
- 31 Volunteers progressed through recruitment in 2023-24, 27 are still volunteering, 2 have withdrawn due to obtaining employment or are studying. It was noted that some volunteers who left have gained employment with the Trust.
- The Voice Of the Child was highlighted within the Co-Production Report and is being used to shape service provision, examples include: the excellent work related to the Norfolk digital platform, with young people involved from its conception and Bedfordshire School Nursing relaunching the Chat Health offer, which included input from young people.

	Kate Howard
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Date:	19 th June 2024