

TRUST BOARD

| | |
|---------------------------|---|
| Title: | KEY MATTERS AND ESCALATION REPORT |
| Name of Committee: | PEOPLE PARTICIPATION & EQUALITIES COMMITTEE (PEEC) |
| Committee Chair: | Fazilet Hadi |
| Meeting Date: | 28 February 2024 |

Summary of key messages:

Reports/ presentation(s):

Anti-Racism Year 1 Plan:

The Year 1 Plan was received for noting by the Committee, several successes were highlighted including the increase of monthly fulfilment rates for interpretation bookings, and the growth of the number of staff networks across the organisation. An update was provided around the objective to increase the uptake of a culturally diverse staff member being on interview panels, this is an improving picture, however continued focus is needed. Additionally further work will be implemented across the Trust following staff training in inclusive leadership.

Assurance level: Substantial

Anti-Racism Year 2 Plan Development:

Several potential strands for the Year 2 Plan were identified, however it was noted that further work on the development of a year 2 approach would also require the input of the Cultural Diversity Staff Network.

Development ideas included:

- Looking at the links between cultural diversity and violence and aggression data/ incidents.
- Continue to monitor the interpretation contract, ensuring patients/ staff get the best outcome.
- Volunteers to look at supporting service accessibility for service users who are culturally diverse.
- Reviewing the Learning Disability, Learning Difficulty and Autism Accessibility Strategy so the Trust includes the experiences of those from a culturally diverse background.

The Committee had a discussion on whether the title of the plan should be altered from 'Anti-Racism' Plan to an 'Inclusion' Plan, however it was felt that the Trust did need an Anti-Racism Plan as part of its focused approach to tackling racism and supporting staff wellbeing at work. It was therefore agreed that an Inclusion Plan would also be developed as part of the 2024-25 objectives. The plan will return for final discussion on the 16th of May 2024.

Assurance level: Not Required

Annual Reports

Equality Delivery System (review of 2023-2024 and objectives for 2024-25):

It was noted that this report would be going to Trust Board in May 2024 for final approval, however in line with national timescales the organisations EDS documentation needed to be published by the 29.02.24. The improvements in maturity of the Trust's actions as well as the work completed in 2023-24 has meant that the organisation has an improved score for this financial year of 28 out of 33 (this was 23 in the previous year), which is an excellent outcome. The objectives for 2024-25 were reviewed for each domain and the Committee agreed that these met the needs of the assessment outcome.

Assurance level: Substantial

Key Issues from The Trust Wide Working Together Group:

The successes with the translation service contract were noted, as discussed above, alongside the slight dip in performance in December (due to the impact of Christmas holidays). It was highlighted that the Learning Disability, Learning Difficulty & Autism Strategy was approved at the Clinical and

Our Trust Mission: Improve the health and wellbeing of people across the diverse communities we serve.

Professional Leaders Group in November 2023, a working group, which includes patients and carers, is being established to lead implementation. The Co-Production Leads work was highlighted as good practice, and an update on the demographic template (in SystmOne) was provided. The range of volunteering activities across the organisation has increased, as have the number of volunteering hours per quarter.

Assurance level: Substantial

Key Issues from the Workforce Diversity and Inclusion Group

It was identified that several of the items in the report had been covered during item 1 (Anti-Racism Plan). The draft Gender Pay Gap document was attached to the report, which identified 2 areas for focus, there is a higher number of females in lower band roles, and there is a gender pay issue discrepancy within the Clinical Excellence Awards process (for Consultants).

Moving forward work will be commenced/ continued in the following areas:

- Support an increase in the number of women moving to higher banded roles.
- Increase the numbers of men working across the organisation.
- Reduce the bias within the Clinical Excellence Award process.
- Look at how the Trust supports people who are neurodiverse to join the workforce.
- Review the See Me First champion role.

It was highlighted that one of the Stretch Targets – increasing the number of culturally diverse staff in higher bands, will not be met in 2023-24, however this remains a focus across the organisation. For noting an update against the 6 high impact actions will be reported at Board.

Assurance level: Substantial

Risk Review: There is currently 1 risk rated at 12 (Risk 3533 -Inability to deliver high quality care) which is linked to this Committee as well as the Adult Clinical Operation Board, Children and Young People Clinical Operation Board and the Quality Improvement and Safety Committee. It was agreed that no changes were required at this time to the risk.

Key Matters and Escalations to the Board:

- The Committee agreed with the EDS Objectives for 2024-25 and recommend their approval at Trust Board.

Emerging Risks/Issues:

None.

Examples of Outstanding Practice or Innovation:

The reports contained several examples of good practice including:

- The increase in scoring for the EDS – from 23 in 2022-23 to 28 in 2023-24.
- The positive achievements noted against the Anti-Racism Plan – Year 1.
- The continued impact that the Co-Production Leads are having within the communities we serve.
- The positive impact of our volunteers, and the increase in volunteer opportunities across the Trust.
- The Trust has had 60 applicants for the Patient Involvement Partner role.

| | |
|------------|----------------------------|
| | Kate Howard |
| Job Title: | Chief Nurse |
| Date: | 8 th March 2024 |