



TRUST BOARD

Title: KEY ISSUES AND ESCALATION POINTS
Name of Committee: People Participation Committee
Committee Chair: Fazilet Hadi
Meeting Date: 7 October 2020

Summary of key messages:

Divisional update and focus on changes made as a result of people participation – Bedfordshire & Luton Children’s Services:

- The Committee received a focus session from the Co-production leads and Service Director for Bedfordshire & Luton.
- The Committee were joined by a people panel of volunteers from Young Voices of Luton group and parents from other local working together group in Bedford and Luton.
- The following highlights were noted from the Co-production leads and local working group:
 - **Chathealth:** The joint Bedfordshire & Luton Chathealth project had proved very successful following its launch in early 2019, 42 young people from different backgrounds and schools had been involved in the evaluation process.
 - **The #Free to Feed campaign:** had received a significant amount of support from local businesses and increased representation from Black Asian and Minority Ethnic (BAME) communities following recent promotional events.
 - **Digital post diagnosis resource pack:** (for ASD and ADHD), had been produced to support families through their journey following an ASD or ADHD diagnosis. A number of focus groups had been formed to help with the development process.
 - **Young Voices of Luton group:** A video representing the work of the newly formed Young Voices of Luton group, with the key messages of their work so far was shown to the committee.
- A committee discussion was held, including the people panel as part of this discussion. The main areas noted were;
 - The services in Luton & Bedford were linked in to a number of joint working projects with ELFT (East London Foundation Trust).
 - A Transitions pathway was under development with a focus on it being entirely co-produced.
 - Further support would be beneficial for young people with an ADHD/ASD diagnosis transitioning to secondary school.
 - Issues remained for supporting young people between 19-25 years old with SEND, when the ECHP (Education, Care and Health Plan) ends.

TRUST WIDE WORKFORCE DIVERSITY AND INCLUSION GROUP UPDATE

- **BAME Network:** Austin Chinakidzwa (staff chair of the BAME network) provided the Committee with an update on developments with the BAME network. The Committee noted that:
 - The network would help to improve the language of inclusion.
 - October was ‘Speak Up’ month and was being utilised to try and build up the confidence of BAME colleagues, tackle any ongoing issues and help to develop a culture of being able to speak about any issues.
 - The network had received a great deal of support from the Trust Board.
- **Trustwide Workforce Diversity and Inclusion Group:** update was given, highlights included:
 - Work had been focussed around violence and aggression from the public, which

- was particularly problematic in the NHS.
- A BAME staff network was now in place and interest was being gauged for a possible Disability staff network.
- Risk assessments were currently being reviewed for staff groups who were more vulnerable to Covid-19.
- An anti-racism statement and strategy will be developed by the BAME network.

- In discussion the committee noted that:

- A C&P system was being developed with the BAME Network to promote secondment opportunities for BAME staff across the system to help address the issue of 'lack of career opportunity'.
- Questions linked to the WRES and WDES were embedded into the 2020 annual staff survey. The results would be reported to and reviewed by the board in the spring 2021.

- **The Trust Wide Working Together Group:** update was given, highlights included the following:

- A map of co-production activity across the Trust's services would be helpful and that this was in the early stages of development.
- All of the Trust's FFT surveys now included an opportunity, for service users to offer their detail for follow up to be part of co-production/service improvement activity.
- **Service Volunteers:** Volunteers in services were currently not in work due the ongoing pandemic/work was planned to look at the risk assessments at supporting these staff to start work when safe to do so.
- **AccessAble:** review of our physical accessibility to our service was on hold, due to the Pandemic.

- The Committee agreed that further development was needed around aligning the committee's reports with the Trust's objectives to provide a consistent message to the board. Actions were agreed how this could be achieved.

Escalation points

- There are no escalation points for the Board.

Emerging Risks/Issues:

- There are no risks/issues points for the Board.

Examples of Outstanding Practice or Innovation:

- Overall, it was agreed that the Committee continued to gain assurance from the report received and the focussed discussions that People Participation was being embedded effectively.
- The work in Bedfordshire and Luton Children's Services was evidence of outstanding practice of how our co-production approach was being embedded within the directorate. There was evidence that co-production was being embraced and was making a difference to how we work with our service users/carers in the communities we serve.
- The new BAME Network was providing an excellent platform to develop and support staff from a BAME background to be supported in their work and career in the NHS.

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