Equality, diversity and inclusion task and finish group

June 2019
Cheshire and Merseyside ...

- 9 ‘Places’/ local authorities
- 19 NHS Provider organisations
- 12 CCG’s
- Mix of rural and urban areas/ deprivation and affluence
- Over 70,000 NHS staff and 75,000 Care staff
The Cheshire and Merseyside Social Partnership Forum...

- Established in July 2018
- All recognised Trade Unions in attendance
- 2 SPF representatives sit on the Strategic Workforce Board
- Chaired by a CEO
- Attended by HR Directors and Health and Care Partnership Executive Directors
- Terms of reference are clear on what happens at SPF level and what must be done at organisational level – we don’t negotiate on behalf of Trusts
- We all felt it important to understand the issues that span more than one organisation
- Everyone is passionate about making Cheshire and Merseyside a great place to work
Why equality, diversity and inclusion? What do the facts tell us?

- No BAME Chairs
- No BAME CEO’s
- 2 BAME Directors of Strategy
- 5 BAME Medical Directors
- 1 BAME Director of Nursing
- 1 BAME Director of Finance
- 6 BAME Non-Executive Directors
- No BAME HR Directors
- 19 Cheshire and Merseyside Trusts
- 9 organisations had no BAME Board level directors
Half of LGBT people have experienced depression

One in five LGBT people are not out in the workplace

25% of LGBT health and care staff have been victims of bullying and abuse

Nearly two thirds (59%) of non-LGBT employees believe it is “unprofessional” to discuss sexual orientation or gender identity in the workplace.

16% of health and care staff would not feel comfortable challenging colleagues who make negative comments about people who are LGBT

“people assume that because someone is not from a visible protected characteristic, they don’t have any issues at work.”
17% of respondents in the NHS Staff survey stated that they had a disability but in ESR only 3% have a disability recorded.

Staff with disabilities felt:
• More bullied, in particular from their managers
• More pressure to work when feeling unwell
• Less confident that their Trust acts fairly with regard to career progression
SPF minutes state.....

‘It was agreed that ED&I should be a key focus for this forum and C&M want to raise the profile of this work to ensure that all staff feel valued, have equality of opportunity, feel that they have an equal voice and are confident to speak up if they are concerned about anything.’
SO...

• We agreed to establish a task and finish group
• We sought volunteers from the SPF membership
• We invited a number of our EDI leads from a range of providers
• There was a huge amount of enthusiasm, passion, commitment and drive for this agenda
• We agreed to have joint chairs and we sought the support of CEO’s
• And at our first meeting in May we tried to agree where our focus should be…
We need to know more about the staff experience.

What about training?

Let's develop a Charter..

Let's create some Cheshire and Merseyside staff networks.

We should look at ALL protected characteristics!

We should focus on a few protected characteristics!

Do we understand the legislation?

What is best practice?

Let's focus on language!

'Let's look at the impact HR has on EDI'
Our priorities...

Branding and image/artwork

AWARENESS RAISING

Guidance on the use of appropriate language
Peer support advisors

• Cross organisational resource focusing on all protected characteristics, providing support for anyone experiencing difficulties, in a confidential environment by a trained peer support advisor.

• Pilot in three organisations
• Role descriptor developed – not limited by grade, discipline, base or experience
• Training to be provided with targeted support from EDI specialists
• Evaluation and learning is crucial
Training and development

• HR skills
  – Perception that HR can be a real barrier in EDI matters
  – HR staff don’t always understand what they can or should do regarding EDI

• Clinical managers
  – Awareness raising on legislation and how that can impact in the clinical environment
Our reflections to date…

• Need to focus and not try to do everything
• Be realistic about what can be achieved
• Communications support is essential
• Give everyone a voice in the group
• You need to consider how to get maximum engagement
• There are benefits in having a ‘joint chair‘ approach
• Working in partnership makes a real difference to what can be achieved
Thank you ...

Any Questions?

“Be the reason someone gets better care today”