

Report Title	Fulfilling Our Equality, Diversity and Inclusion Commitments		
Sponsoring Executive	Frieza Mahmood, Acting Director of People & OD		
Report Author	Nick Bellis, HR Business Partner Frieza Mahmood, Acting Director of People & OD		
Meeting	Trust Board	Date	3 rd December 2020

1. Suggested discussion points *[two or three issues you consider the Trust Board should focus on]*

The EDI action Plan (Appendix 1) details the key actions the Trust is committed to undertaking.

1. The Board is asked to note that the action plan is predominantly informed by:
 - National legislative requirements to include the Workforce Race Equality Standard (WRES), Workforce Disability Equality Standard (WDES), Equality Act 2010 and Gender Pay Equality.
 - NHS Initiatives including 'Improving Race Equality in the NHS', Making the NHS a truly inclusive service, NHS England's six Equality Objectives and the National NHS People Plan.
 - Equality benchmark indicators e.g. Stonewall, Disability Confident Indexes and staff feedback.
2. The Board is asked to acknowledge that adequate resourcing is essential for meeting our EDI challenges and support the request for additional funding to achieve the plans identified.

3. Alignment to 2020 Vision *[indicate with an 'X' which Plan this paper supports]*

Safety Plan		Public Health Plan		People Plan & Education Plan	X
Quality Plan	X	Research and Development		Estates Plan	
Financial Plan		Digital Plan		Other <i>[specify in the paper]</i>	

4. Previous consideration *[where has this paper been previously discussed?]*

People and OD Committee – 23rd November 2020

5. Recommendation(s)

The Trust Board is asked to:

- a. Note the contents of this report and the EDI Action Plan.
- b. Confirm it's support and commitment to delivery of the EDI agenda
- c. Support the funding of additional resources

6. Impact *[indicate with an 'X' which governance initiatives this matter relates to and where shown elaborate]*

Trust Risk Register					
Board Assurance Framework					
Equality Impact Assessment	Is this required?	Y		N	If 'Y' date completed
Quality Impact Assessment	Is this required?	Y		N	If 'Y' date completed

SANDWELL AND WEST BIRMINGHAM HOSPITALS NHS TRUST

Report to Trust Board: 3rd December 2020

Fulfilling Our Equality, Diversity and Inclusion (EDI) Commitments

1. Introduction

1.1 The Trust is committed to delivery of the EDI agenda, and acknowledges the importance of supporting our staff and patients.

1.2 Work is ongoing to ensure compliance of our statutory duties, and we are developing our EDI Action Plan (Appendix 1) in order to prioritise our commitments.

1.3 Recent EDI Data demonstrates some of our challenges in becoming a fully inclusive employer:

- Our BAME staff representation in Clinical and Non Clinical staff groups above a Band 7 level is limited with 85% of staff in these having White British ethnicity. This is not reflective of the diversity of the patient populations we serve which are 37% higher than the national average at 50% BAME. The exception is medical staffs who are 55% BAME. There continues to be no BAME staff employed by the Trust at Band 9 despite recent recruitment attempts.
- Only 2.8% of Trust employees describe themselves as disabled with 18.9% undeclared disabilities being recorded. Work undertaken with the Staff Networks reinforces that our employees do not feel comfortable declaring disabilities. There is significant work to be done to raise their confidence in this and in learning from employee relations casework.
- The Trust's mean gender pay gap is 22.6%, with higher pay for males represented in the Nursing & Midwifery, Allied Health Professionals and Administration and Clerical categories.

2. Prioritising our EDI agenda

2.1 A review of the Action Plan is ongoing, to ensure alignment with our Strategic Objectives and the development of our local People Plan. However, engagement from staff and the networks in particular in responding to our challenges has been high despite current challenges. This has led to focused actions being taken and continuing dialogue during the covid19 pandemic with virtual Inclusion sessions supported by the Trusts Chairman being very well attended.

The Board is asked to note other activity, not currently coordinated via the EDI function that would benefit from a cohesive approach to ensure we are providing the appropriate level of support required to both our staff and patients, for example:

- Chaplaincy - to be reflective of the diversity within our local population
- Freedom to Speak Up Guardians – to have a mechanism for referring, tracking and being confident in the resolution of equality, diversity and Inclusion related concerns
- Trade Unions – as with Freedom to Speak Up Guardians, we need an effective process to deal with any issues/concerns raised via this route, and manage them in a co-ordinated way
- PALS team – understanding the scope of EDI related issues raised by patients and families
- Gender equality – Dr Sarb Clare's paper on *'Gender equality/equity – Balance at the top. Women Empowering Women'* – also outlined the need to address gender equality issues.
- The Muslim Liaison Group to be supported in establishing themselves as a Staff Network.

2.2 Our Staff Networks are key to our engagement with staff and to the progress of the EDI agenda. However, the networks are becoming increasingly frustrated at the level of expectation placed on them to be self-sufficient in raising and reacting to Inclusion challenges with limited capacity and resources being aligned centrally. This has been exacerbated during the pandemic with

Network chairs standing down from their responsibilities as a result and active members withdrawing their involvement. Resolution of this issue is required to retain engagement.

- 2.3** The Board is asked to note that the Trust EDI Action Plan is HR centric and the reach is limited as a result. Designated Operational, Nursing and Clinical leads, with EDI as part of their portfolio, working within the remit of their expertise will support the embedding of Inclusion principles will help to create additional momentum in achieving lasting progress.

3. Delivering our EDI agenda

- 3.1** We have benchmarked ourselves against other local Acute Trusts, alongside carrying out an assessment of the essential EDI actions and the existing capacity to deliver these. This process has confirmed that we are not adequately resourced by comparison. Please see below:

Royal Wolverhampton NHS Trust	1 WTE 8B, 1 WTE Band 7 and 1 WTE Band 2
Dudley Group NHS Foundation Trust	1 WTE 8C with administrative and advisory support
Walsall NHS Trust	1 WTE 8a, with a business case in development for additional resources at advisory and administrative level
Sandwell and West Birmingham NHS Trust	0.2 WTE 8B HR Business Partner support and 1 WTE Band 5 Equality and Diversity Officer

- 3.2** We require a dedicated EDI Lead with the experience to co-ordinate our approach and deliver against the action plan, supporting ongoing work internally, in working collaboratively with other local Trusts and to engage effectively with our local communities.

- 3.3** The Board is asked to note and acknowledge that without the additional resource the Trust will be unlikely to meet its EDI obligations impacting negatively on delivery of our ambitions and our reputation with our patients, staff and potential future employees.

4. Resourcing

- 4.1** As indicated above, dedicated resources are required to support delivery of the actions, and to demonstrate our ongoing commitment. In line with local Trusts, the following have been identified as adequate to make positive strides in delivering our Action Plan:

Proposed Resource	WTE Employee/Agenda for Change Band (where applicable)	Estimated Cost (including on costs)
Equality, Diversity and Inclusion Lead	1 WTE Band 8b	£69,118
EDI Project Worker	1 WTE Band 7	£54,239
Clinical EDI Lead	Lead Nurse/Doctor (or both) to have EDI as part of their portfolio	No additional cost (individuals to act as Champions)
Additional Time for Network Leads	10 hours per month each (total 30 hours)	No additional cost (facilitated release time)
NB: Proposal requires retention of the existing Band 5 role to support Patient EDI Agenda with the potential of reviewing reporting line arrangements in discussion with Clinically focused members of the Executive Team.		Total: £123,357 <small>*£13,823 identified through existing HRBP funding actual funding shortfall is £109,534</small>

5. Recommendations

5.1 The Trust Board is asked to:

- a. Receive and note the EDI Action Plan along with the achievements to date.
- b. Confirm its support and commitment to the delivery of the EDI agenda, acknowledging current resourcing constraints which impact on the delivery of this work stream.
- c. Approve the funding for additional EDI Resourcing to fulfil the Trust's ambitions in this area.

Nick Bellis, HR Business Partner

Frieza Mahmood, Acting Director of People & OD

3rd December 2020

Appendix 1 EDI Action Plan – November 2020