Report to:	**Trust Managment Board**
Date of Meeting:	**17/02/2023**
Title of Report:	**ED&I NHS documents for TMB** • Workforce Race Equality Standard and Workforce Disability Equality Standard report and action plans 2023 • Equality Delivery System 22 (EDS 22) Report and Action Plan
Status of report:	☒Approval ☐Position statement ☒Information ☐Discussion
Report Approval Route:	TMB
Lead Executive Director:	**Chief People Officer**
Author:	Dave Morgan, ICS ED&I Project Manager
Documents covered by this report:	WRES and WDES Report and action plan EDS 22 Report and Action Plan

1. Purpose of the report

The business case for doing ED&I - and doing ED&I well, is clear within the setting of the NHS and can be seen as Moral, Quality, Legal and Financial in nature and impact.

There is a clear line of sight between health inequalities, quality of service, staff morale and wellbeing and employee facing ED&I and there are contractual and legal obligations on the Trust to act and to report on this.

This paper seeks to inform TMB that:

- WRES and WDES and EDS 22 reports have been compiled and must be published, along with the action plans that seek to address significant issues that are raised, and that are faced by our workforce;
- Note the range of ED&I related data collection, reporting and action planning that the Trust needs to undertake on an ongoing and annual basis, so as to meet its contractual and legal obligations;
- The ICS EDI lead has been supporting the Trust over the past 18 months but the Trust needs to consider a dedicated resource to deliver and support this agenda going forward as the EDI lead is leaving WVT to fulfil ICS wide work.
- Employee networks are in place but are not currently supported in a way that enables their full engagement and contribution

2. Recommendation(s)

TMB to accept the report, sign off the WRES/WDES and EDS 22 reports and action plans for consultation and publication.

TMB and executive directors to consider the development of a business case to identify resources to enable this vital agenda. Resources to include:

- An ED&I Lead for the Trust
- Time for Network Chairs and committees to undertake the role
- Reasonable budget per Network to support EDI related activity

3. Executive Director Opinion[1]

NHS Trusts are required to publish EDI reports and action plans as part of the NHS Contract and these form part of the review by the CQC in the "Well led" arena. The EDI reports are also important in terms of demonstrating actions being taken to address issues raised by staff in the Staff Survey.

Members of TMB are asked to sign off the WRES and WDES and EDS 22 reports and action plans and to support and drive this agenda.

4. Please tick box for the Trust's 2022/23 Objectives the report relates to:

Quality Improvement

☐ **Improve the experience of patients receiving care by improving our clinical communication**

☒ **Improve patient safety through implementing change as we learn from incidents and complaints across our system**

☐ **Reduce waiting times for diagnostics, elective and cancer care**

☐ **Develop a new integrated model for urgent care in Herefordshire improving access times and reducing demand for hospital care**

Integration

☐ **Make care at home the default by utilising our Community Integrated Response Hub to access a range of community responses that routinely meets demand on the day**

☒ **Reduce health inequalities and improve the health and wellbeing of Herefordshire residents by utilising population health data at primary care network level**

☐ **Improve quality and value for money of services by making a step change increase in the range of contracts that are devolved to the One Herefordshire Partnership**

☐ **Join up care for our population through shared electronic records and develop a patient portal to transform patient experience**

Sustainability

☐ **Create sufficient Covid-safe operating capacity by delivering plans for an ambulatory elective surgical hub**

☐ **Stop adding paper to medical records in all care settings**

☐ **Reduce carbon emissions by delivering our Green Plan to reduce energy consumption and reduce the impact of the supply chain**

☐ **Increase elective productivity by making every referral count, empowering patients and reducing waste**

Workforce and Leadership

☒ **Improve recruitment, retention and employment opportunities by taking an integrated approach to support worker development across health and care**

☒ **Develop our managers' skills and system leadership capability**

☒ **Continue to improve our support for staff health and wellbeing and respond to the staff survey**

☒ **Further develop place based leadership and governance through the one Herefordshire Partnership and Integrated Care Executive**

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[1] Executive director opinion must be included and approved by the director concerned prior to issue, except when the director has given their consent for the report to be released.

ED&I update report February 2023

The Trust faces a significant workload with respect to this agenda in 2023, with work to be done to catch up to where it needs to be, to address issues and to make progress.

The reporting cycle (table 1 below) highlights some of the work that needs to be done simply to understand our position, strengths, opportunities and challenges.

Ideally the Trust should review it's ED&I Strategy (2019) and create a forward thinking, costed, resourced and researched approach and action plan for 2023-28 (a draft report, strategy and action plan are in preparation).

The Trust should also embed stronger Governance and oversight of ED&I.

WRES and WDES and EDS 22

The attached draft WRES and WDES and EDS 22 reports and action plans utilise information from the national staff survey and from ESR to identify and propose resolutions to issues that are of major importance to our staff - current and future. EDS 22 also utilises patient facing information and data,

TMB is asked to review and accept the WRES and WDES and EDS 22 reports for consultation with employee networks and publication.

Data used:

Data from ESR and National Staff Survey. Collated and submitted to NHSE which allows benchmarking. In mid-2022, NHSE provided reports showing 'change' for WRES (2016-21) and WDES (2018-21).

WVT submitted data at 31 August 22 and updated NHSE reports will be received soon. 2021 Census data (including Ethnicity) for Hereford to be published imminently.

These allow the Trust to benchmark and identify performance - and for patients and staff to understand how inclusive an organisation WVT is and where we need to develop.

NHSE Guidance (linked below) example of how ratios are calculated

WRES Indicator 2: Relative likelihood of staff being appointed from shortlisting across all posts

Calculating the Indicator outcome:

Please note that the SDCS template will calculate WRES Indicator outcomes automatically, following input of data by the organisation

Number of shortlisted applicants: white = 780; BME = 210

Number appointed from shortlisting: white = 170; BME = 30

Relative likelihood of shortlisting/appointed: white = (170/780) 0.22; BME = (30/210) 0.14

Relative likelihood of white staff being appointed from shortlisting compared to BME staff (0.22/0.14) is therefore 1.57 times greater.

A figure above "1" would indicate that white candidates are more likely than BME candidates to be appointed from shortlisting.

[Workforce-Race-Equality-Standard-report-2021-.pdf (england.nhs.uk)](https://england.nhs.uk)

WRES and WDES Reports and action plans

These should be consulted on with staff networks and signed off by the Trust.

WRES and WDES - challenges and opportunities

Opportunities:

- Publishing plans with targets enable change and progress
- Allows WVT to bid for funds to do work in that sphere
- Addresses issues of concern to staff and Health Inequalities

Some of the issues:

- Alleged bullying and harassment of BME and Disabled staff by patients/carers/colleagues/managers
- Representation at different bands - lack of progression

EDS 22 - report and action plan

This should be fully completed and published by 28th February 2023.

EDS 22 considers the Trusts Performance with respect to "commissioned and provided services", "employee wellbeing" and "Inclusive Leadership" and identifies areas for significant development

Conclusion(s)

These reports and action plans are required as a part of the NHS Contract and are reviewed by CQC in the "Well led" arena.

WVT is at risk if these issues are not addressed.

TMB are asked to sign off the WRES and WDES and EDS 22 reports and action plans and to identify resources to support and drive this agenda.

Table 1 - reporting cycle and position

Title	Overview	Reporting Cycle	Comment
Equality Delivery System 22 (EDS 22)	Improvement tool 3 Domains: ❖ Provided services (patient facing) ❖ Employee Wellbeing (staff facing) ❖ Inclusive Leadership	Annual Report and Action to be published **28 Feb 2023** Most recent EDS 2 report is published on the Trusts Web Pages linked here	Each Domain is a mini project Data collated and consulted with relevant groups (staff or patients) and then a score across each Domain based on this
Gender Pay	Identifies differentials in pay for men and women in the organisation.	Annual Report and Action Plan Data at 31 March used to create a report and action plan by 30 March of the following year (e.g. 31 March 2021 data provides basis for the 2022 report) Latest Gender Pay report linked here	WVT to draft action plans.
Workforce Race Equality Standard (WRES)	9 Sections Identify issues and themes.	Annual Data submitted to NHSE by 31 August. Report and Action Plan published by **31 October** NHS Provide data that allows comparison/benchmarking. 2019 report has been taken down **TMB in Feb 2023 to consider and sign off 2022 report**	Uses data from Electronic Staff Record (ESR) TRAC (Recruitment system) Staff Survey. Been in place since 2016 - so able to compare data over several years.
Workforce Disability Equality Standard (WDES)	10 Sections Identifies issues and themes	Annual Data submitted to NHSE by 31 August. Report and Action Plan published by 31 October NHS Provide data that allows comparison/benchmarking.	Uses data from Electronic Staff Record (ESR) TRAC (Recruitment system) Staff Survey

		2019 report has been taken down **TMB in Feb 2023 to consider and sign off 2022 report**	Been in place since 2019 so 3 years data can be compared
Midlands Workforce Race Equality and Inclusion Strategy (WREI)	9 Key areas	6 monthly updates to ICS and Region. Next iteration May 2023	
Ethnicity Pay	Parallel to Gender Pay	Annual	Considered good practice - may become a requirement
Equality Impact Assessment	EIAs to be undertaken for policy review; business cases; management of change; and service delivery and new builds for example)	EIA and actions should be published on web site.	These are not well understood or consistently undertaken within WVT.

Resources:

Business case and resource requirements to deliver on ED&I

Executive directors and TMB to consider resources to drive the EDI agenda:

- by way of recruiting a full time Band 8a role to enable this agenda going forward;
- by providing two days per month 'protected time' to staff network leads;
- by providing a reasonable budget per network to support activities through the year.

Business case for Equality, Diversity and Inclusion at Wye Valley - four pillars

Moral - it is the right thing to do, for our staff and patients, service users.

Quality - Enhances service delivery.

Financial - Recruitment, retention, engagement, efficiencies, availability.

Legal - The Equality Act 2010; Public Sector Equality Duty; NHS People Promise

Appropriate investment is required to lead and develop on this agenda within the Trust.