



Agenda Item No:

15

Report to:	Humber and North Yorkshire Integrated Care Board
Date of Meeting:	9 October 2024
Subject:	ICB EDS 2022 (Equality, Diversity and Inclusion) – Quarterly Update
Director Sponsor:	Anja Hazebroek, Executive Director of Communications, Marketing and Media Relations
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STATUS OF THE REPORT:

Approve Discuss Assurance Information A Regulatory Requirement

SUMMARY OF REPORT:

Further to the finalisation and publication of the ICB’s Equality Delivery System (EDS), whereby the rating of ‘**Developing**’ was agreed, the Board requested a quarterly update against the agreed actions.

This report represents the first update, with progress being made against all actions.

RECOMMENDATIONS:

Members are asked to:

- i) Note the progress made and discuss any issues.

ICB STRATEGIC OBJECTIVE

Managing Today	<input checked="" type="checkbox"/>
Managing Tomorrow	<input checked="" type="checkbox"/>
Enabling the Effective Operation of the Organisation	<input checked="" type="checkbox"/>
Voice at the Heart	<input checked="" type="checkbox"/>

IMPLICATIONS

Finance	Resource may be required to deliver on specific actions and recommendations.
Quality	The objectives and actions support a better understanding of patient experience, through the lens of protected characteristics.
HR	Appropriate resource may be needed to deliver on the objectives and actions identified.
Legal / Regulatory	Report aligns to legal requirements in respect of the Equalities Act 2010 and the Public Sector Equality Duty as well as ICB duty to make arrangements to secure that people are appropriately involved in planning, proposals and decisions regarding NHS services.
Data Protection / IG	Appropriate storage of any personal data (staff records / patient information in respect of protected characteristics.
Health inequality / equality	The report focusses on the organisation's responsibilities in respect of health inequality / equality and outlines a number of objectives and actions to meet our legal duties.
Conflict of Interest Aspects	N/A at present
Sustainability	N/A at present

ASSESSED RISK:

The primary risk is that the ICB fails to meet its statutory duties in respect of the Equality Act 2010 and the Public Sector Equality Duty. In addition, the ICB is required to demonstrate that it is involving the public in its planning, proposals and decisions regarding NHS services and demonstrate that it is and is supporting addressing equality issues in health service delivery.

MONITORING AND ASSURANCE:

Processes for monitoring compliance with the equality duty should be reviewed, as part of the programme of work to ensure the objectives and actions are enacted and a more systematic and meaningful approach to equality, diversity and inclusion is developed.

ENGAGEMENT:

Much of the evidence gathered, to inform the development of the objectives, been taken from public engagement activity and internal staff engagement. External validation took place during February with the six local Healthwatch organisations, the Inclusion Assembly, the Inclusion Network, Staff Health and Wellbeing Group, the Social Partnership Forum and a peer review with West Yorkshire ICB.

REPORT EXEMPT FROM PUBLIC DISCLOSURE No Yes

If yes, please detail the specific grounds for exemption.

Progress Against EDS Actions

1. Domain 1: Commissioned or Provided Services - Update on the action relation to Maternity and Neonatal Services

EDS Action: Work collaboratively to develop specific programmes aimed at particular populations

Progress: Each Trust has ongoing Ask A Midwife representation, now including Harrogate District Foundation Trust and these are all well integrated into the team. Daily updates are issued around maternity/neonatal and public health messaging and the service is consistently responding to around 900 HNY messages per month.

EDS Actions:

- **Work with Maternity and Neonatal Voices Partnerships to review membership and community preferences for involvement**
- **Develop evaluation plan and reporting routes**
- **Embed cultural awareness into training and development plans for all staff**

Progress: Engagement and Neonatal Leads have been recruited to all remaining Maternity and Neonatal Voices Partnership (MNVP) areas, with representation from minority ethnic populations within the team. The engagement leads have been hugely instrumental in taking messages out to local communities over the summer. A dads/partners group is also being set up currently.

The Holistic Healthy Weight - Healthy Lives programme has been evaluated and plans for wider rollout are currently being drawn up.

Online packages for training and cultural awareness have been identified and shared with all staff and MNVP reps.

EDS Actions:

- **Use the data captured via the BadgerNet maternity IT system to identify need and gaps in provision.**
- **Review Continuity of Carer service provision when enhanced continuity funding becomes available during 2024 25**

Progress: A Humber and North Yorkshire Local Maternity and Neonatal System (LMNS) Digital Coordination meeting has been established and is now meeting monthly to identify consistent metric/data gather and show gaps.

Reporting gaps are being resolved with new PowerBI data dashboard due by 20/09. All reports are able to be searched by ethnic grouping and postcode (deprivation).

Continuity of Carer provision has been used to recruit to a new Workforce & Equity post (commencing November 24) and the remainder on projects supporting the offer to minority groups. The plan for this additional funding expected to be approved on 11/09.

EDS Action: Re-establish the Safety Learning Forum

Progress: The Safety Learning Forum has been re-established as the Perinatal Safety Learning Forum; first meeting on 27/09, ToR drafted.

EDS Actions:

- **Develop a process to capture the demographics of those raising complaints, concerns or giving compliments around maternity services and establish a mechanism for sharing information more effectively between the ICB and providers**

- **Utilise the engagement findings from the hospital services reviews in Humber and Scarborough / York to influence action plans, particularly in response to the maternity experience of ethnically diverse people.**

Progress: MNVP working on ensuring all communications have information about the demographics of service users – this is ongoing work.

All MNVP are sharing learning around feedback of their maternity services and experiences regularly; last meeting 10/09.

2. Domain 2: Staff Health and Wellbeing

EDS Action: Develop a Health and Wellbeing framework as part of the OD and transformation plan

Progress: A Health and Wellbeing Framework is in draft form and will be presented at Executive Committee in Quarter 4.

The Best Place to Work team have identified an NHS Weight Management Programme, a talk re Asthma and opportunity for a Stop Smoking Campaign. This is all part of the offer to staff via Communications/ Intranet.

A 'Book when' calendar of events includes more of a focus in 2024 on physical health including 'headaches and migraines awareness' in September 24, 'postural awareness' and 'Stoptover'-smoking awareness session in October 24 and 'back pain awareness' in November 24.

At staff roadshows there is an information board regarding health and wellbeing and representatives from the Best Place to Work Team present. The Health and Wellbeing offer is promoted in monthly all staff briefings.

There is a quarterly Health and Wellbeing bulletin (system publication) circulated via communications to ICB staff.

The ICB has 26 Wellbeing Champions.

EDS Action: Develop and communicate guidance on reasonable adjustments to support staff to manage long term health conditions

Progress: Guidance on reasonable adjustments to incorporated into Attendance Management policy, which is due to be reviewed in August 25. In the interim, guidance for publication on the intranet will be developed.

EDS Action: Launch staff intranet

Progress: The intranet has been developed and launched. The Health and Wellbeing Section includes signposting to Employee Assistance Programme (EAP), HNY Inclusion Network (HNYInc) Wellbeing Champions, Health and Wellbeing online Champions and 'Book when' calendar of events offered by the Humber and North Yorkshire Health and Care Partnership.

EDS Action: Launch employee self-serve and encourage staff to record their protected characteristics.

Progress: All employees have access to employee self- service from the start of their employment with the ICB. Each individual has the opportunity to record/ update their protected characteristics via that platform.

An HR piece in the 12th July 2024 Internal weekly bulletin explicitly encouraged colleagues to update their personal information, including equality and diversity information. Work is underway to identify and circulate ESR guidance documents to staff

EDS Action: Involve HNY Inclusion Network to identify any barriers and enablers to improve staff willingness and motivation to share this information

Progress: A discussion is to take place with HNYInc on this subject, with feedback to be shared with the HR team to review and update existing processes/ develop comms in light of this.

EDS Action: Launch and promote the Unacceptable Behaviour Policy including Violence and Aggression Charter and signatory to the Sexual Safety in Healthcare Organisational Charter

Progress: In November 2023, the ICB became signatory to the Sexual Safety Charter.

In June 2024, the Quality Committee approved the Sexual Safety and the Domestic Violence policies setting out the ICBs commitment to a systematic zero tolerance approach to tackling domestic abuse and serious violence including the sexual assault, harassment and abuse of NHS staff and patients.

These are supported by the Acceptable Behaviour Policy. The launch of the policies has been supported by awareness and training sessions including a staff briefing (21 August) and training commissioned from Safer Lives to deliver all staff awareness (11 September).

A formal launch from the Executive Team is planned for October 2024.

Details will also be built into induction training and specific training will be provided for Wellbeing Champions, line managers and Safeguarding leads in terms of responding to reports and supporting staff. To complement the HNY approach it is expected that NHS England will imminently launching a suite of supporting products, which will be shared with staff.

In response to race riots of 2024, listening events took place to support colleagues. Communications were circulated about these incidents and the ICB response, in support and solidarity.

EDI – allyship and inclusion literacy training is being developed at system level. ICB staff will have access to this via a train the trainer model.

1.5 WTE Band 7 EDI Leads on a 6 month secondment basis to support to support delivery of wider EDI agenda, including the development of this training.

The 'Understanding Islamophobia' session, available to all staff, is due to take place on 25th Sept via Teams

EDS Action: Recruitment drive to promote participation of staff as Speak up Champion

Progress: A working group is in place with the objective of increasing the number of FSTU champions. A job description has been developed, along with an advert in preparation for a recruitment campaign which will take place in due course.

EDS Action: Implement the OD and transformation plan including the embedding of organisational values

Progress: Organisational Values have been agreed with underpinning set of desirable behaviours which support the expression of these values. Section on Intranet created with values and behaviours summary. Supporting video and teams backgrounds. All staff are encouraged via this platform to bring the values to life in their work and develop the organisational culture. Launched via all staff brief and via comms.

Management and Leadership Framework in draft format. This includes a diagnostic tool and self assessment tool. Due to launch q3/4.

EDS Action: Encourage greater representation and involvement from trade union representatives from a wider range of unions via the Social Partnership Forum

Progress: It is considered that the Social Partnership Forum (SPF) is well represented with Trade Union representatives representing the following Unions as members – MiP, Unite, BMA, Unison, PDA, GMB, NMC and RCN, which reflect the composition of the ICB workforce. Two new Trade Union representative, who are ICB employees representing MiP and Unison respectively have also become local TU representatives in 2024. In this year the ICB also supported Trade Union reps to have their own section on the ICB Intranet, as requested by them within the SPF forum.

EDS Action: Carry out a staff survey in 2024 and analysis results to identify trends and impact of policies and procedures.

Progress: The ICB is carrying out the NHS Staff Survey, which will run from 7th October 24 to 29th November 24. This includes as standard, analysis through the lens of EDI. Action planning will involve - Executive team, directorate results, Staff Wellbeing and Engagement group, HNYInc and SPF.

EDS Action: Conduct analysis of exit survey data and associated reporting and actions

Progress: The ICB is fully committed to rolling out the Exit Survey which is being developed at system level. Some work has been done on an interim basis to capture and analyse exit survey data from staff who have opted for VR.

EDS Action: Produce quarterly workforce reports including sickness absence

Progress: Since the capturing of this action, it has been agreed that there would be a bi-annual workforce report submitted to Board. Dates TBC.

Monthly sickness absence reports are run and actioned by the internal HR team to enable targeted support to line managers and individual staff and as part of a wider case management approach.

3. Domain 3: Inclusive Leadership

EDS Action: Carry out gender pay gap, WRES and WDES reporting in 2024

Progress: Gender pay gap report and WRES and WDES were carried out in 2024. An intersectional EDI plan with actions has been developed by the People team, capturing actions which arose from these reports. WRES and WDES reports to be used in Board Development work

2 x Associate Non - Executive Directors appointed through positive action approach aimed at increasing the Board representation of minoritised colleagues, to also be part of the HNY Inclusion Network and Anti- Racism network

EDS Action: Develop behavioural framework in line with the organisational values

Progress: Values and Behaviours framework has been developed and has been published on the intranet in August 24.

EDS Action: To review the integrated impact assessment process and provide training, raising the awareness of the duty and assurance

Review of the process and documentation has been completed and the new Integrated Impact Assessment (IIA) templates uploaded to the Policies section on the webpage.

A training package is currently being developed with the support of leads from the 10 different domains included in the IIA process. Once this is complete, a programme of awareness raising including the likes of attending a staff update will commence. Adhoc/ bespoke training is taking place currently when requested.

EDS Action: Board Development

Progress: ICB Board members, as part of the wider Humber and North Yorkshire Health and Care Partnership are participating in the Board Essentials EDI Programme, which started in September 2024 and is due to run to March 2025.

Opportunities have been shared at system level with HR Directors to enrol on the CIPD/ NHS England Equality, Diversity and Inclusion Accredited Programme aimed at HR, L&D and OD Business Partners, to strengthen decision making and acumen with the People function.

EDS Action: Continue to support the Leadership Development Programme

Progress: As part of Talent Management Plan – High Potential Senior Leaders Development Programme to be launched at system level in Quarter 4 of 2024 (and open to ICB staff to apply) once support from leaders' forum is confirmed. This will include a % of course places reserved for those from minoritised groups.