



Board Meeting Papers 1st December 2020

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Date	1 st December 2020	Agenda item	9
Title	Update on Equality, Diversity and Inclusion		
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Lead Director	Sarah Margetts, Director of People & Development	Date signed off	19 th November 2020
Presented by	Sarah Margetts, Director of People & Development	Version	1.0
For	Approval/decision Debate Assurance ✓ Information ✓		

Aims/Summary

This paper is to present to the Board a brief update on our Equality, Diversity and Inclusion agenda following our previous submission in October 2020.

We have introduced and engaged a series of groups in our essential work on equality, diversity & inclusion with an aim of focussing on both short term needs of our staff and communities during Covid and creating longer term ambition to improve our diversity and supporting our staff and community.

Options and decisions

The Board is asked to:

- i. note and comment on the content of the update.

Resource implications (financial/staffing/other resources)

None

Quality considerations

It is central to our Taking it Personally values that every person who comes into contact with Sirona is treated with courtesy and respect, is valued as an individual, and is made to feel welcome.

The inclusivity shown to staff as part of the recruitment and selection process, induction, and their on-going employment is part of making Sirona a place where people want to work. These behaviours also underpin the quality of experience for every service user. Having a workforce where everyone is able to contribute helps to create a 'high performance' workplace, resulting in the best possible quality of care for our service users.

No risks identified.

Paper/information previously considered by	Date
N/A	

1. Key points

1. BAME WORKFORCE UPDATE (INCLUDING STAFF NETWORKS)

- Our ED&I Partner has produced a short video promoting the Staff Networks this can be access via the Intranet
- **BAME Staff network**
The initial engagement for membership for the network was 5 BAME staff. A personal approach was taken to engage staff to informing them of the network. This has resulted in a positive outcome an increased membership of 22 BAME staff and 2 keen to be kept informed. A second meeting has occurred addressing the group's wellbeing and coping with the second wave of Covid. It has been identified within the network that there is trauma experienced through their lived experience and the need to offer a Bespoke Mental Health support. This is being developed with a drop in online Surgery hosted by the external facilitators who specialise in supporting BAME colleagues.
- **Black History Month**
Head of Learning& Development at Sirona care & health, to find out about her career path and advice she would give to BAME staff looking to progress into a leadership role, this is a featured in LinkedIn and the Intranet. Two of our BAME colleagues shared their experience of the programme. The Stepping Up Programme is a leadership development scheme designed to support underrepresented groups to progress to senior roles. This video is accessible on the Intranet.
Throughout October with the support of the Communications Team we have promoted local and national events for staff to access in our Briefing and in Social media platforms.
- We promoted the celebration of Diwali on 14/11/20 with our Sikhism, Newar Buddhism, Hindu and Jainism colleagues
- Coordination for delegates to attend the Usawa Training facilitated by Nilaari we have 30 delegates attending from BNSSG
- Participated in Workforce Listening events and action plans, with Healthier Together BNSSG.
- Continue to attend regional and national information and listening events such as the BAME Staff Network Leads webinars, organised by Prerana Issar – NHS Chief People Officer, and South West BAME wellbeing events.
- **LGBT+ Staff Network**

This Network has been launched 18/11/20 and will be promoted within the Team Brief **Including You** looking at Sexual Orientation article by Fiona Spence, Equalities & Community Development Manager.

Work has begun to author our 2019-2020 Workforce Race Equality Standard and accompanying action plan and this will be provided to Board at the January 2021 meeting.

2. ED&I STEERING GROUP - PHASE 3 IMPLEMENTATION AND NHS PEOPLE PLAN

- The ED&I Steering Group met an overview of Sirona's demographic shared, this was an engaging session. The SLT were asked to consider how they can be actively involved in the ED&I plans. Key facts were shared about the BAME network.
- The terms of reference (ToR) were shared and a Task and Finish group formed which is included a cross section of Sirona staff including Nura Aabe. The group met on 9/11/20 and are finalising completed the ToR linking it back to our Strategic Narrative, values and ensuring we have ownership at every level within the organisation.

3. PROMOTING ACCESSIBILITY THROUGH LANGUAGE AND DIGITAL INCLUSION

Our Community and Partnership Team and our Health Links team continue to focus on ensuring equity and access to our services. Actions taken include:

- The production and promotion of a series of short information videos in 7 different languages about the Flu vaccination. Further key messages are planned to ensure essential information about our services are accessible to our many diverse communities.
- Plans to embed an equality analysis framework within our existing Quality Impact Assessment, to ensure that decisions made during the pandemic also include an equality consideration.
- New unifying language providers commence their contracts with Sirona on 18/11/20, alongside our Acute Trust partners to provide a more effective and holistic service for our patients and communities who require interpretation and translation support. The new providers are DA Languages and Sign Solutions.
- A regular feature called Including You in our Team brief – to highlight information, events and support around equality, diversity and inclusion for our colleagues and our communities.

2. Priorities for the next Quarter

- Develop ED&I Steering Group action plan and process for monitoring and progressing actions – drawing from Phase 3 implementation plan, NHS People Plan,
- Finalise 2019-2020 NHS Workforce Race Equality Standard and action plan for Board approval
- Continue to develop, promote and support our BAME and LGBT+ network
- Continue to research, provide, evaluate and support Health & Wellbeing needs of our BAME staff especially during Covid.

3. Recommendations

The Board is asked to note the content of this update.