

Key Issues Report

Issues for referral to reporting Committee/Group

Originating Committee/Group and meeting date:	People and Organisational Development Committee – 19 April 2024
Chair:	John Humpston, Non-Executive Director
Lead Executive Director (as appropriate):	Kate Read, Director of People and Organisational Development

Subject	Details of Issue	Action*
Workforce Race Equality Standard data (WRES)	The WRES data was received, which included the method of data collection, analysis of the information and next steps. The Director of People and Organisational Development provided further context, noting that additional thematic analysis will take place through relevant internal groups. The Equality, Diversity and Inclusion (EDI) Strategy is due to be revised slightly this year, and over the past 12 months governance structures have also been revised to increase transparency and externality. Financial resource to support networks and training has increased and responsibility for EDI has been extended to all staff within the Trust. Further work is required around recruitment and the lived experience for BAME staff at work with a focus on patients and service users, as well as improving the triangulation of work underway for staff through to service users. The Committee heard about the positive impact of cultural ambassadors, non-mandatory training completion rates and the level of discretionary effort that staff put into this. Work focussing on the reasons that BAME staff withdraw at the interview stage would enable further understanding. The Committee welcomed the report, acknowledging that the Trust is heading in the right direction with next steps and plans in place, and more to be done. The report was recommended to the Board for approval.	Escalation – separate item on Board agenda for approval
Workforce Disability Equality Standard data (WDES)	The WDES data was received. The Committee heard that disclosure rates had continued to improve, which provides a view on the confidence of the organisation to act responsibly with the information and this would make a difference to the decisions made. Further work has continued with attendance at staff induction and EDI bitesize training. A further piece of work is being undertaken to provide additional information to staff around what would constitute a long-term health condition or disability to assist with the disclosure rate. The commitment to recruitment and the positive impact of supporting those with a disability into employment were described. Going forward the Trust would continue with the plans already in place with revisions where required. The Committee welcomed the report and recommended the data to the Board for approval.	Escalation – separate item on Board agenda for approval

*Key:		Approval	Positive action required regarding an item of business or support for a decision
Escalation	Support/decision required by reporting committee to resolve an issue within its remit	Alert	Proactive notification of subject matter/risk that reporting committee is currently dealing with or mitigating which may require future action/decision
Assurance	Evidence or information to demonstrate that appropriate action is being taken within a reporting committee's remit	Information	No action required. Reporting to update on discussion within a reporting committee's remit