



Report Title	Board Development: Diversity in Health and Care Programme
Author (name and title)	David O'Brien, Director of Corporate Services and Company Secretary
Accountable Director	David O'Brien, Director of Corporate Services and Company Secretary
Previous committees/groups	Diversity and Inclusion Group; People and Culture Group
Recommended action(s) Approval, Assurance, Information	Information
Purpose of the paper	This paper informs Board members of the Trust's participation in the Diversity and Health and Care leadership programme.
Recommendation(s)	The Board notes the Trust's participation in the Diversity in Health and Care programme for 2024/25.

Executive Summary

The Diversity in Health Care programme is run by NHS Employers and the NHS Confederation. It is a development programme that supports organisations to develop their leadership of Equality, Diversity, and Inclusion in the workplace. The programme is designed around the ambitions set out in the NHS Long Term Workforce Plan and the NHS Equality, Diversity, and Inclusion Plan. It provides access to sector experts, good practice guidance, thought leadership, resources and networking opportunities.

Following an initial online session, the programme is delivered via a series of events for Board members and other leaders, including four in-person modules and specialist virtual masterclasses.

The four in-person modules cover the following themes:

1. Creating System Change
2. Standards and Accountability
3. Leading Change
4. Evaluating Progress and Sharing Good Practice

Attendance at each module is initially limited to three places for each trust. Attendees are expected to include the Trust's EDI lead, a representative of the Trust's staff networks, and a Board member. The same Board member does not need to attend all sessions.

Board members are asked to note the Trust's participation in the Diversity in Health and Care programme and to indicate whether they wish to attend one of the four in-person modules.

Trust Strategy Bold Ambitions Select the most relevant points from the bold ambitions.	Our Patients	Achieve the highest possible rating of 'outstanding' by the health and social care regulator (CQC).
	Our People	Invest in developing our people (staff and volunteers), ensuring they have the skills, support and resources they need to deliver high-quality care and services, now and in the future. Invest in leadership development to ensure that our people are well supported by their exceptional leaders. Value difference and improve equality, diversity and inclusion of our people at all levels of the organisation, to reflect the population we serve. Improve progress towards Workforce Race and Disability Equality Standards and eliminating our Gender Pay Gap
	Our Partners	
	Our Planet and Pounds	
Link to Board Assurance Framework Risks (board and level 2 committees only)		6. Develop and sustain an open and positive workplace culture.

Board of Directors (in Public)

26 September 2024

Board Development: Diversity in Health and Care Programme

Director of Corporate Services and Company Secretary

1. INTRODUCTION

- 1.1 This report draws Board members' attention to a Board-level development programme covering Diversity in Health and Care.

2. CONTEXT

- 2.1 The Board Assurance Framework includes Strategic Risk 6 relating to Positive and Inclusive Workplace Culture. Key actions relating to this risk include development and delivery of the Trust's Equality, Diversity, and Inclusion Plan 2024-27.
- 2.1.2 In 2023/24 the Trust undertook an assessment under the Equality Delivery System, a framework designed to evaluate an organisation's maturity in respect of Equality, Diversity, and Inclusion. This framework includes an assessment of Board-level leadership on Equality, Diversity, and Inclusion. The Trust is undertaking a further Equality Delivery System assessment during 2024/25.

3. DIVERSITY IN HEALTH CARE PROGRAMME

- 3.1 The Diversity in Health Care programme is run by NHS Employers and the NHS Confederation. It is a development programme that supports organisations to develop their leadership of Equality, Diversity, and Inclusion in the workplace. The programme is designed around the ambitions set out in the NHS Long Term Workforce Plan and the NHS Equality, Diversity, and Inclusion Plan. It provides access to sector experts, good practice guidance, thought leadership, resources and networking opportunities.
- 3.2 Following an initial online session, the programme is delivered via a series of events for Board members and other leaders, including four in-person modules and specialist virtual masterclasses. The four in-person modules are as follows:

Module		Date	Location
1	Creating Systemic Change	03 October	Leeds (Horizon)
2	Standards and Accountability	February tbc	London (tbc)
3	Leading Change	April tbc	Location tbc
4	Evaluating Progress, Sharing Good Practice	01 July	Leeds (Horizon)

- 3.3 Attendance at each module is initially limited to three places for each trust. Attendees are expected to include the Trust's EDI lead, a representative of the Trust's staff networks, and a Board member. The same Board member does not need to attend all sessions.
- 3.4 Board members are asked to note the Trust's participation in the Diversity in Health and Care programme and to indicate whether they wish to attend one of the four sessions outlined at 3.2 above.
- 3.5 Information about the Diversity in Health and Care programme has been circulated via email. Further information is available from the Trust's EDI Lead, Nabila Ayub.

4. FINANCIAL IMPLICATIONS

- 4.1 Participation in the programme costs £3000 + VAT for each organisation. The Trust has already paid this fee for 2024/25. The report has no direct significant financial implications.

5. RISK

- 5.1 Failure to develop and maintain effective Board leadership arrangements for Equality, Diversity, and Inclusion the Trust would present risks relating to management of the Board Assurance Framework, delivery of the Trust Strategy, delivery of the Trust's cultural programme, and the ability of the Trust to live its values. It would also present risks to strategic leadership capacity and capability, compliance with regulatory frameworks and codes, and reputation.

6. NEXT STEPS

- 6.1 Board members are asked to indicate whether they wish to attend one of the four sessions outlined at 3.2 above.
- 6.2 For further information about the programme Board members should contact the Trust's EDI Lead, Nabila Ayub, nabila.ayub@nhs.net

7. RECOMMENDATIONS

- 7.1 The Board notes the Trust's participation in the Diversity in Health and Care programme for 2024/25.

David O'Brien
Director of Corporate Services and Company Secretary

September 2024