

Workforce and Development Committee	Agenda Item	Enc
--	--------------------	------------

Document Title:	STAFF INCLUSION NETWORKS
Sponsoring Executive Director:	DIRECTOR OF WORKFORCE
Author(s):	B.KAUR, HEAD OF EQUALITY AND INCLUSION
Date of Meeting:	21 ST NOVEMBER 2018.

Purpose of the Report		
Approval <input type="checkbox"/>	Assurance <input checked="" type="checkbox"/>	Information <input checked="" type="checkbox"/>

Executive Summary

This update provides assurance to the committee that staff inclusion networks (formerly known in legacy organisation as staff support networks) are in the process of being launched across the Trust.

Progress on the launch of the networks has been slow due to the discussions with some previous network members who felt the large scale of change happening across the Trust and the Listening in Action events would impact on availability of staff to commit time out of the clinical setting to attend.

The Trust is part of the STP funded BAME Leadership Programme: Stepping Up and a strong interest in attending a BAME Staff Inclusion network has been noted. Over 30 places have been funded for MPFT staff to attend the local programme.

The Trust has been successful in securing a place on the NHS England WRES Expert Programme which will further support initiatives within the Trust to enhance race equality within the workplace. A key enabler for this will be the BAME Staff Inclusion Network.

The Workforce Disability Equality Standard due to be implemented in April 2019 supports the positive actions taken to employ, develop and retain staff with disability (as defined within the Equality Act 2010). The Disability Staff Inclusion network will be a key enabler to capture staff experience and support initiatives within the trust to enhance disability equality within the workplace.

The Staff Inclusion Networks will include staff from the following protected equality groups based on national research and an internal survey from legacy SSOTP NHS Trust

- Race/Ethnicity- (BAME)
- Disability/Long Term Condition (Disability)
- Gender Recognition/Reassignment and Sexual Orientation (LGBTQ+)
- Spirituality, Faith and Belief (Faith)

There is increasing research and best practice across the NHS that highlights the benefits to staff recruitment, retention, development, health and wellbeing that are achieved through staff inclusion networks. For the Trust having the networks will provide focused engagement and involvement of staff from the above protected equality groups to support the Trust to become an inclusive employer and deliver cultural competence in service redesign, planning and delivery. Thus enabling the trust to meet its vision and values.

The Staff Inclusion networks are planned for January 2019 and it is envisaged that key note speakers/experts will attend a conversation with staff. The Listening in Action principles will be supported in the delivery of the networks.

Provisional dates:

BAME : 21st January 2019
 Faith, belief and Spirituality: 28th January 2019
 Disability and LTC: 29th January 2019
 LGBT: 1st February 2019 (marking LGBT month).

Governance: each network will develop and thereafter have terms of reference and a programme of activity which will feed into the Trust's Strategic priorities and key strategies. The work of the Inclusion networks will be reported to this committee as per business cycle.

Recommendations

The Committee is requested to acknowledge the delay in the launch of the staff inclusion networks and accept six monthly reports on progress.
 The Committee is requested to accept a feedback report in March 2019 based on the themes and feedback from the launch events.

Monitoring/Compliance

Which strategic priorities does this paper address	EQUALITY AND DIVERSITY WITHIN THE WORKFORCE.
Regulatory compliance (tick all that apply)	CQC: Safe <input checked="" type="checkbox"/> Caring <input type="checkbox"/> Responsive <input type="checkbox"/> Effective <input checked="" type="checkbox"/> Well Led <input checked="" type="checkbox"/> NHS Improvement Licence <input type="checkbox"/> Other <input checked="" type="checkbox"/> (add details below)
Other	NHS CONTRACT APPENDIX 3B SCHEDULE
Committees / meetings where this paper has been considered	

Inter-dependencies (tick all that apply and add details where relevant)

Legal	<input checked="" type="checkbox"/>	All providers as holders of the NHS
-------	-------------------------------------	-------------------------------------

		Standard Contract will be required to meet this standard. The Equality Act 2010 puts an obligatory duty for equal opportunities for recruitment, selection and employment practices and workplace environments that are inclusive and free from discrimination.
Clinical	<input checked="" type="checkbox"/>	Our workforce will be empowered and supported to deliver care in a way that is consistent with our values and promotes respect and dignity to colleagues and staff. Our policies will protect staff from violence and abuse from service users.
Risk Register	<input checked="" type="checkbox"/>	All providers as holders of the NHS standard Contract will be required to meet this standard. The Equality Act 2010 puts an obligatory duty for equal opportunities for recruitment, selection and employment practices and workplace environments that are inclusive and free from discrimination.
Financial	<input checked="" type="checkbox"/>	Unfair recruitment and employment processes and working environments may lead to withdrawal of commissioned services
HR	<input checked="" type="checkbox"/>	Our workforce will be empowered and supported to deliver care in a way that is consistent with our values and promotes respect and dignity to colleagues and staff. Our policies will protect staff from violence and abuse from service users. This supports the workforce Strategy and priorities.
Staff Side involvement actions undertaken/planned	<input type="checkbox"/>	Staff side are included within the committees this report is presented at.
Social Care	<input type="checkbox"/>	Our workforce will be empowered and supported to deliver care in a way that is consistent with our values and promotes respect and dignity to colleagues and staff. Our policies will protect staff from violence and abuse from service users.
Involvement and Experience	<input type="checkbox"/>	
Equality Impact	<input checked="" type="checkbox"/>	This supports the equality analysis of the workforce against the protected equality characteristic: Race/ Ethnicity, disability etc.

		and promotes and enables positive action approaches across the Trust.
Information exempt from Disclosure	<input type="checkbox"/>	
Requirement for further review	<input checked="" type="checkbox"/>	A report following the launch of the inclusion networks to feedback any key themes and activities identified should be presented in March 2019.