

NHS Lanarkshire
STAFF GOVERNANCE COMMITTEE



v

Paper Reference No	
--------------------	--

1. TITLE (provide report title)

NHS Lanarkshire Equality Networks and Staff Data Collection

2. PURPOSE

This report is coming to the Staff Governance Committee for:

(v as appropriate)

- For approval
- For endorsement
- To note

3. ROUTE TO STAFF GOVERNANCE COMMITTEE

This report has been reviewed by:

(v as appropriate)

- Human Resource Forum
- Area Partnership Forum
- Other (please specific).....

4. STAFF GOVERNANCE STANDARDS

This reports relates to the specific Staff Governance Standard(s):

(v as appropriate)

- Well informed
- Appropriately trained and developed
- Involved in decisions which affect them
- Treated fairly and consistently, with dignity and respect
- Provided with a safe working environment, promoting the health and wellbeing of staff, patients and the wider community

5. KEY POINTS

The key points of the report are:

update on actions and progress relating to

- NHSL Equality Networks Hina Sheikh
- Staff Equality Data – Jonathan Pender

6. FURTHER INFORMATION

Further information can be obtained from:

NAME Hina Sheikh

TITLE Equality and Diversity Manager

Email hina.sheikh@lanarkshire.scot.nhs.uk

Service	Equality and Diversity/OD
Meeting	Staff Governance
Author & Job Title	Hina Sheikh, Equality and Diversity Manager

Situation

NHS Lanarkshire Equality Networks and Staff Data Collection

This paper provides an update on progress and actions relating to the development on NHS Lanarkshires:

- Ethnic Minority Employee Network (EMEN)
- Lesbian, Gay, Bisexual, Transgender (LGBT+) Employee Network
- Disability Network
- Staff Equality Data – Jonathan Pender

Background

1. NHS Lanarkshire Staff Networks

Following receipt of a letters from;

- John Connaghan (Interim Chief Executive, NHS Scotland) on 23rd June 2020, NHS Boards were asked to address two immediate issues in relation to ethnicity data and risk assessments for our minority ethnic staff. Raising concerns at the disproportionate impact of Covid-19 on NHS workers from ethnic minority backgrounds, it was both locally and nationally recognised as an area of great concern and
- A subsequent letter received in July 2020 from Gillian Russell, Director, Health Workforce, Leadership & Service Reform Directorate (Scottish Government) highlighted the need for staff networks to be established. The initial focus was to engage BAME staff however the aspiration is that Boards should *'...establish a network of champions, including at senior and executive team levels on race, disability and LBGQTQ with the involvement of staff networks, trade unions and professional organisations'*.

To address these concerns and requirements, NHSL Equalities team were tasked in 2020 to facilitate a number of engagement exercises in asking NHSL ethnic minority staff about their concerns and experience of being a NHSL employee based on their protected characteristic/s and also scoping the need for an employee network. A total of four interactive, online, engagement forums were held during September

2020. The sessions aimed to understand how inequalities were experienced by staff, including the impact of Covid-19. The key points generated a number of themes that were applied to a subsequent questionnaire. The questionnaire was emailed to all known ethnic minority staff on 30th October 2020, advertised in staff and site bulletins with a return rate of 265.

Each forum lasted between 90 to 120 minutes and were hosted by the Board Chair of NHS Lanarkshire Neena Mahal, supported by Lillian Macer, Employee Director, Kirsty Cole, Head of Organisational Development and Hina Sheikh, Equality and Diversity Manager.

The above-mentioned model of engagement, the online discussion forum and questionnaire based on the discussions, was used to engage with NHSL LGBT+ staff in 2021.

In response to addressing these concerns from both staff groups, NHS Lanarkshire has actively supported the creation of a number of Employee Equality Networks based on the protected characteristics.

The following is an update on progress to date on the equality networks:

1.1 NHS Lanarkshire Ethnic Minority Employee Network (EMEN)

Update February 2022:

The first EMEN employee network meeting was held on 4th February 2021, attendees were welcomed by Neena Mahal who gave an outline of NHS Lanarkshire's support for employee networks, followed by Heather Knox (Chief Executive), Lillian Macer and Kay Sandilands (Human Resources Director/Executive Lead for Equality Networks) spoke about how their roles support employee networks.

The group elected an Executive Committee Group and have produced a three-year action plan with identified key areas of work for NHSL and EMEN to work on in partnership. The action plan contains an update on 2021/22 progress and is available on request.

EMEN meets quarterly over MS Teams and publish a quarterly newsletter to ensure members are kept informed and updated on a range of activities and information between meetings. Members have identified key topic areas/speakers which shape the agenda for meetings based on concerns or issues pertaining to its members.

Membership currently sits at 362.

1.2 NHS Lanarkshire LGBT+ Network

Update February 2022:

The first LGBT+ employee network was held on 1st February 2022 after four previous dates were rescheduled due to Covid workforce pressures.

Attendees were welcomed by Dr Avril Osborne (NHSL Board Member) who gave an outline of NHS Lanarkshire's support for employee networks, followed by Heather Knox, Lilian Macer and Kay Sandilands who spoke about how their roles support employee networks.

Key findings from the NHS Lanarkshire LGBT+ employee survey completed in June 2021, were shared:

- 80% rated their experience of working for NHS Lanarkshire as Good/Excellent
- 30% of all responders had experienced homophobia/biphobia whilst working in NHS Lanarkshire
- Only 17% of those who had experienced discrimination had reported it

This was followed by a discussion of what people wanted or expected from a LGBT+ network.

Further quarterly LGBT+ network meetings have been scheduled and it is anticipated an Executive Committee Group (ECG) will be elected to shape the direction of network activities. The shape of any future work plans will be decided and agreed by network members / ECG

1.3 NHS Lanarkshire Disability Network: The NHSL equalities team are planning to invite staff to engage in online disability forums to discuss the direction of employee disability networks. A similar engagement model, used successfully with previous networks, will be employed to establish the network. Engagement to be held in the summer with the aim of setting up a network by October 2022

Actions for 2022:

- ❖ Quarterly meetings for established networks have been scheduled
- ❖ Formation of a Disability Network

3. Staff Data - Action Plan – Update Feb 2021- Jonathan Pender

In order to support the improvement of data collection the following areas of actions were carried out:

1. Communications activity to encourage staff to update eESS via self-service with protected characteristics information.

This work supported the increase of baseline data of BME by 20.9%; increasing staff figures from 437 to 527. Since the last report there has been a further small increase to 559. It is recognised further work is required to increase the figures to reflect the true make-up of our diverse staff.

2. Completed a retrospective analysis of recruitment candidates' ethnicity to understand the trends in percentage of applicants who are ultimately successful
3. Completed a review of the NHS Lanarkshire workforce v local population in terms of Ethnic Minority staff representation.

Assessment

Equality Employee networks

The set up and sustain the range of equality networks continues to require considerable support, which will increase as the number of networks are established.

- The EMEN network, with support, will continue to meet and deliver on their work plan
- Work will be progressed on the LGBT+ Network in setting structures with its new members.
- Work on establishing Disability Network will be progressed in 2022
- Agreed by NHSL Board that an annual networks progress reports be submitted to Staff Governance Committee and NHSL Board.

Staff Data

Combining this information with the data sets from actions 2 and 3 will be used to create an action plan to address any findings, and will be monitored on an ongoing basis and reported through our governance structures. The intended timescales to conclude these actions would be by July 2022.

Recommendations

The Staff Governance Committee are asked to note the contents of the paper, progress made within NHSL and continue to support the networks as they develop further.