




	the exception of one. It was again noted that the areas of concern from the survey are those that have been highlighted in the discussions earlier on in the agenda of the meeting.	
9	Disability Confident Leader: Carried forward to next meeting.	GH
10	Gender Pay Gap – Gov.UK Guidance: Carried forward to next meeting.	SK
11	EDS2: SK reported that NHS Employers have advised EDS3 is in draft format, but there is release date is available at present. It was agreed not to undertake any work on EDS2 and to wait until the release of EDS3.	
12	Annual Report – Progress Report: Work has commenced and will be brought to the next meeting.	SK
13	Workforce Equality Objectives/4 Year Plan – Progress Report: The plan has been updated. SK will add in information about the focus groups and the Diversity by Design pilot and then update the version published on the Trust internet site.	SK
14 & 15	Medicine Division – Update Report & Objectives/Progress Report: The group welcomed JS to her first meeting. JS explained that herself and MC have taken on the role of E&D Lead for Medicine jointly and following a meeting with their HRBP it has become apparent that none of the objectives set previously have been achieved. The original objectives are still relevant so they will be concentrating on these over the coming months. JS talked through some of the ideas that they have. A discussion took place as to how to feed these up the Divisional agenda and LA advised that they have an agenda item on the DMT/DMB and also on included on the quality management report. There have been no HR cases related to E&D and one of the current concerns is around age and a lack of younger staff together with staff aged 56+ as some nurses can retire at 55 if they wish.	 EQDS Divisional Report and annual ot
16	Clinical Support Services Division – Update Report: LA went through her report of which there were no HR cases related to E&D. LA talked through some of the good practice, such as supporting staff with disabilities via workplace adjustments and also making adjustments to pregnant members of staff.	 Eq and Div CSS Divisional Report Mar
17	Surgery Division – Update Report: LB had given her apologies. No report provided.	
18	W,C & O Division – Update Report: No one present and no report provided.	
19	Facilities – Update Report: CT advised there had been a grievance raised in relation to race discrimination and the learning was the manager would be attending E&D training. Good practice included DDA considerations with the Knightly refurbishment together with the Nye Bevan build. A potential issue regarding culture/race is being resolved in Domestic Services. CT referred back to item 5 where JBr talked about the portering role which is part of the pilot for Diversity by Design. CT highlighted how in estates certain job roles seem to attract the same demographic and how there is not enough diversity across the Directorate.	 Facilities March 2019.doc
20	Corporate Update – verbal: AC had given her apologies.	
21	Staff Side Update – verbal: JP had nothing to update.	
22	Any other business: <u>Rainbow Badges</u> SK raised how she had been approached by some staff in relation to the decision made at the previous meeting not to participate in the initiative. SK explained how the staff that had made contact with her were very passionate about the benefits of the badges, especially to young vulnerable patients, some of whom have approached a member of staff in the Emergency Department who was wearing a badge and	

	<p>discussed with them some mental health issues in relation to their sexuality. The key message was that they were asking for the decision regarding the badges to be reconsidered, as there are clear benefits to patients. JBr asked SK to organise putting together information about the cost of the badges and to also ensure that infection prevention were approached to give their advice as well. Funding was discussed and dependent on SK's findings it may be something that the charitable fund could be approached about as there are benefits to patients. SK to approach Keith Brooks.</p> <p><u>Track Meeting</u> CT reported this had been a positive meeting, that GH and Debbie Wiggley attended. It is planned to take Track round to the different departments where they think there may be suitable roles for people with autism.</p>	<p>SK</p> <p>SK</p>
	<p>Date and Time of next meeting: Thursday 20 June 2019 at 2:00pm in HR1</p>	

“These minutes are to be treated in confidence. They may be subject to disclosure under the Freedom of Information Act 2000, subject to the specified exemptions, including the Data Protection Act 1998 and the Caldicott Guardian principles”

Action Log - Key points from meeting		
Agenda Item	Description	Action
3	<p><u>Matters Arising - BME Career Progression & Turnover</u></p> <ul style="list-style-type: none"> • SK to do more analysis regarding BME career progression. • NM to provide the turnover information 	<p>SK</p> <p>NM</p>
3	<p><u>Matters Arising - Disability Confident Leader</u> Gap analysis. Action to be carried forward.</p>	<p>GH</p>
3	<p><u>Matters Arising – Divisional Equality Objectives Report - Surgery</u> LB sent apologies so action to add timelines and methodology for measuring objectives was carried forward.</p>	<p>LB</p>
3	<p><u>Matters Arising – Divisional Reports - W,C & O</u> NM did not attend the meeting so the action to include Midwifery when working with Best of Both Worlds to promote and encourage applications from the underrepresented groups was carried forward.</p>	<p>NM</p>
5	<p><u>BME Networking Group</u> SS to have would have a further discussion with LD and come back to the next meeting to discuss what involvement they would like to have in progressing a BME group at the Trust.</p>	<p>SS</p>
10	<p><u>Gender Pay Gap – Gov.UK Guidance</u> Carried forward to next meeting.</p>	<p>SK</p>
12	<p><u>Annual Report – Progress Report</u> To be brought to the next meeting.</p>	<p>SK</p>
13	<p><u>Workforce Equality Objectives/4 Year Plan – Progress Report:</u> SK to add in information about the focus groups and the Diversity by Design pilot and then update the version published on the Trust internet site.</p>	<p>SK</p>
22	<p>Any other business: <u>Rainbow Badges</u></p> <ul style="list-style-type: none"> • SK to put together information about the cost of the badges • SK to ensure that infection prevention approached to give their advice • SK to organise approaching Keith Brooks from Charitable Funds. 	<p>SK</p> <p>SK</p> <p>SK</p>