

## Equality, Diversity and Inclusion Group

22<sup>nd</sup> November 2016

**In attendance:** Fadhiya Ahmed (FA), Stevie Agius (SA), Gemma Buston (GB), Norma Cohen (NC), Ben Dunbar (BD), Amanda Fox (AF), Clare Inkster (CI), Mumtaz Patel (MP), David Short (DS), Gurpreet Singh (GS) Lenny St Jean (LSJ).

**Apologies:** Bev Miller (BM).

### 1. Welcome and introduction

Lenny, Equality, Diversity and Inclusion Lead at Bolton NHS Foundation Trust, was welcomed to the meeting to give a presentation on the 'Festival of Questions'. It was noted that this was Ben's last meeting as he would shortly be taking up a post at NICE. NC would henceforth represent the Quality & Revalidation Team. Fadhiya, the new Business Administration Apprentice in the ED Team, attended as an observer.

### 2. Minutes

The minutes of the meeting held on 11<sup>th</sup> October were approved as a correct record and thanks conveyed to Mumtaz who had taken a record of the meeting.

Matters arising:

Group membership

The group did not currently have a lay representative. It was agreed that this situation should be reviewed in six months.

Sue Ellis should be invited to be the EDI representative for dentistry. Action: CI

EDI web pages

It was agreed that the web pages should include a 'Meet the team' section'. A profile of each member of the EDI group should be prepared, to include brief details of their role, their interest in EDI and a surprising fact.

**ACTION:** AF to set up BOS site to enable members to complete their profile

The website should include links to a comprehensive range of resources. Examples mentioned by the group included pages prepared by the GMC, HEE London, Stonewall's guide to being an employee in the NHS, the Disability Equality Standard, etc.

**ACTION:** All members to send ideas / links to CI & AF to review

### 3. Progress against action plan

The action plan was discussed and updates received.

EDI training for International Medical Graduates

CI had met with Sujesh Bansal who had developed an excellent package of e-learning resources which he was happy to share freely across the NHS. The group agreed that the e-learning modules (9hrs training in total) should be sent to IMGs in advance before they take up their post in the UK to enhance induction into the NHS.

**ACTION:** CI to put the idea to the School's Board.

The possibility of introducing a 'developmental supervisor' role to support IMGs was discussed, as was the potential for a 'buddy' system to provide a point of contact for pastoral support.

**ACTION:** CI to discuss with Jane Mamelok

EDI in Trust monitoring

On Trust Monitoring visits, EDI was not always dealt with as meaningfully as it might be and this should be a priority for HEE when devising its new multi-professional quality strategy. There was also a need to consider how we can collect EDI data outside monitoring visits.

**ACTION:** CI to raise with the Deputy Dean (Quality) in the first instance.

It was noted that JDAT intended to adapt a number of EDI-related questions used in their visits.

**ACTION:** GB to discuss with CI.

The Care Quality Commission has produced useful guidelines on EDI for clinicians: the FREDA principles.

**ACTION:** LSJ to share the guidelines with the group, along with a short animated film: 'What does equality mean in action?'

Publication of race quality data

The group received the GMC report which highlighted that BME and EU national status was found to be a significant risk factor with regard to differential attainment; trainees in these categories were also significantly more likely to be under investigation by the GMC.

BD reported the NCAS observation that only 5% of Trusts publish race quality data.

**ACTION:** CI to check that the two lead employers are publishing race quality data.

The General Medical Council (GMC) was collecting relevant data from a range of sources but there was a need to properly synthesise, draw meaningful conclusions and make recommendations.

**ACTION:** MP / SA to contact the GMC research lead to discuss.

Lead employers were responsible for monitoring compliance in relation to doctors in training.

The AHEAD group, now a sub-group of the national HEE Board, had been established over 3 years ago but had not yet published a formal strategy or a substantive set of resources.

**4. Goal, outcomes, outputs**

The group agreed that the priority should be to identify outputs that would lead to specified outcomes. For example, a forthcoming output would be attendance at the EDI session(s) at the Spring Educators' Conference. The related outcome would be that attendees began educating in a more equitable fashion.

**5. Presentation by Lenny St Jean – Equality, Diversity and Inclusion Lead at Bolton NHS Foundation Trust**

Lenny gave a presentation to the group on the EDI strategy across the integrated Trust, including a planned 'Festival of Questions'. A series of events was planned for the festival in May 2017, including a symposium at the Bolton Octagon working with refugees and asylum seekers. There were plans to engage the CCG and Lenny would like HEE (via this group) to be a question curator.

**ACTIONS:**

- LSJ to send members a copy of his presentation which includes a link to information about the festival;
- All – to discuss possible questions to pose at the festival.

**6. Spring Educators' Meeting**

CI was planning to deliver an EDI-related session to educators, building on the Human Library work to convey personal narratives and experiences.

**ACTION:** CI to consider ways to include the trainee voice in the session.

**7. Any other business**

DS gave an update on v10 of intrepid, the national database for trainees.

**8. Date of next meeting**

10:00-12:00, Tuesday 20<sup>th</sup> December 2016, Mersey B, PP3

Dr Steven Agius  
17.12.2016