

REPORT TO THE TRUST BOARD: PUBLIC
24 September 2020

Title	Appointments & Remuneration Committee 7 September 2020 – Committee Chair’s Report
Committee Chair	Ken Batty, Non-Executive Director and Committee Chair
Author	Cathy Lilley, Director of Corporate Governance

Purpose of the report

To bring to the Board’s attention key issues and assurances discussed at the Appointments & Remuneration Committee meetings held 7 September 2020.

Issues to be brought to Board’s attention

At this meeting the Committee received updates on the Trust’ people plan, the respect and dignity at work campaign and the CEO appraisal, and also considered and supported the proposals on the Workforce Race Equality Standards (WRES) and Workforce Disability Equality Standards (WDES) submissions, Board Assurance Framework (BAF), Executive and Interim CEO remuneration, and Senior Independent Director appointment.

The Committee wished to draw the Board’s attention to its discussions on the following:

- **Workforce Race Equality Standards (WRES)***
 - WRES Standards require NHS organisations to demonstrate progress against a number of indicators of workforce race equality, including a specific indicator to address the low levels of Black and Minority Ethnic (BME) Board representation
 - In August 2020 , Trusts were required to submit their refreshed data , as well as to publish their updated action plans
 - Trust has made improvements made across five indicators
 - Draft action plan out to consultation with the BAME network
 - The Committee was pleased to note that other Trusts have commented on the approach taken in respect of our race and privilege work and the progress made

** Full report on WRES submission is included as an agenda item at the Trust Board meeting in public on 24 September 2020*

- **Workforce Disability Equality Standard (WDES)***
 - WDES is a set of ten specific measures (metrics) that will enable NHS organisations to compare the experiences of disabled and non-disabled staff. This information is used to develop an action plan, where progress against the indicators of disability equality can be demonstrated
 - The WDES is important because research shows that a motivated, included and valued workforce helps to deliver high quality patient care, increased patient satisfaction and improved patient safety.
 - The implementation of the WDES enables the Trust to better understand the experiences of our disabled staff. It supports positive change for existing employees, and enables a more inclusive environment for disabled people and helps to identify good practice and compare performance regionally and by type of Trust
 - The Trust is working closely with ELFT ability lead and staffside chair on the action plan and improvements
 - Whilst there are Trust HR policies and procedures in place, there also needs to be a cultural shift in order to reduce the number of formal processes. However, the policies on their own are not sufficient to solve the problems of inequality and discrimination.

** Full report on WDES submission is included as an agenda item at the Trust Board meeting in public on 24 September 2020*

- **Board Assurance Framework (BAF)***

- The BAF continues to take account of the impact of COVID-19 and the Trust's response including those areas of work which have either been halted or stopped
- The Committee acknowledged that these risks would stay elevated for some time as in many instances they are becoming more complicated
- Assurance was provided that there are controls and actions in place to mitigate the risks for being realised
- The risks had been updated to include the race and privilege work*
- The Committee commended the work being undertaken and the positive and proactive attitude of staff in identifying solutions and implementing change.

* *A more detailed report is included in the Audit Committee assurance report*