

**REPORT TO THE TRUST BOARD
25 MARCH 2021**

Title	Progress Report People Plan
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Purpose of the Report:

To update the Trust Board on the progress as outlined in the ELFT People Plan. This paper also provides assurance in terms of the response to COVID-19 as well as an update in terms of general People & Culture activities.

Summary of Key Issues:

This paper sets out to give an update in terms of People & Culture activities. We continue to support staff in terms of COVID19 in terms of staff swab and lateral flow testing, COVID-19 vaccination, parking, vitamin D supplements for staff accommodation and childcare support.

The Trust continue to promote risk assessments all staff including new joiners. The Trust continue to review risk assessments for existing staff when an individual's circumstances change and have rolled out Wellbeing conversation as required in the NHS People Plan.

We have run a successful project to provide online learning for the children of our staff for 7 weeks whilst schools were closed.

The 2020 National staff survey results are released and ELFT's performance is positive. 17 question responses were significantly better than the previous year, 57 questions had no significant difference from the previous year and 1 question is significantly worse than the previous year. An article in the HSJ highlights ELFT as being in the top 10 mental health trusts for the proportion of staff recommending their organisation as a place to work.

Employee Relations activity remains high, although a number of cases have been closed in the previous month. We are commencing a project called Respectful Resolution to increase the uptake of informal solutions for aggrieved staff whilst decreasing formal investigations.

Statutory and mandatory training is remains around 83% compliance. Organisational Development activity is on the increase.

Strategic priorities this paper supports

Improved patient experience	<input checked="" type="checkbox"/>	There is a strong evidence base that engaged staff provide better patient care and outcomes.
Improved health of the communities we serve	<input checked="" type="checkbox"/>	We are taking a population health approach to staff wellbeing.
Improved staff experience	<input checked="" type="checkbox"/>	The approach to improvement sets out in this paper are designed to directly improve staff experience

Improved value for money	<input checked="" type="checkbox"/>	There is a strong evidence base that engaged staff and more health and productive at work and, therefore, contribute to value for money
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Committees/Meetings where this item has been considered:

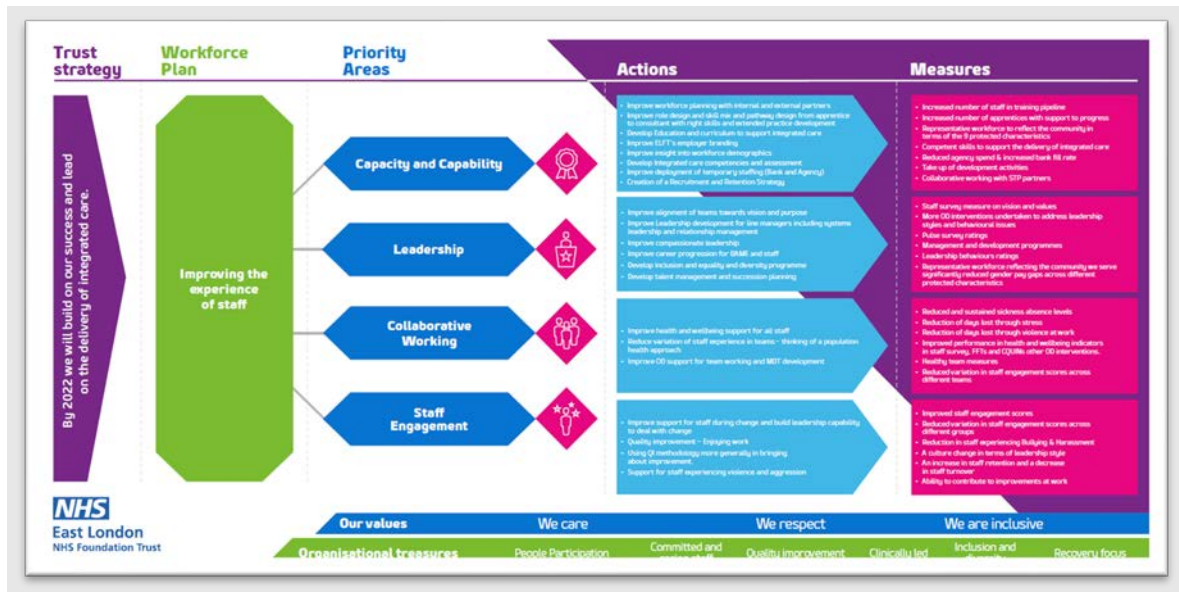
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Implications:

Equality Analysis	The Trust's action plan is designed to improve equality through the reduction in variation between different staff groups.
Risk and Assurance	If staff are not engaged at work, there is a clear risk that patient care will be adversely affected.
Service User/Carer/Staff	As above, the work in this area is designed to improve staff experience. Evidence shows a clear link between staff experience and patient care.
Financial	Evidence shows that high staff engagement is strongly correlated with low sickness absence levels, which has a financial benefit to the Trust.
Quality	Evidence shows a clear link between staff satisfaction and patient care.

1. Background

1.1 Delivery of the Trust people plan (formally the Workforce plan) continues to progress well.



1.2 This paper sets out to provide assurance as well as a progress report on the delivery against the People Plan. The Trust's four key priorities are:

- Improved Population Health Outcomes;
- Improved experience of Care;
- Improved Staff Experience;
- Improved Value.

2. COVID-19

2.1 We have reduced P&C silver command meetings to once a week. We have reduced the COVID19 project managers to two, one is focussing on testing the second continues to work on risk assessments. The COVID19 team also continue to support staff with accommodation and car parking.

3. Large Scale Vaccination Sites - NEL Lead Employer

3.1 ELFT have been confirmed by North East London Integrated Care system to be the lead employer for large vaccination sites, to deploy staff across North East London. These include Homerton University Hospital (HUFT), Barking, Havering and Redbridge University NHS Trust (BHRUT), North East London NHS Foundation Trust (NELFT) and East London Foundation Trust (ELFT). Barts Health NHS Foundation Trust are excluded as they are responsible for staffing the large vaccination site at Excel.

4. Staff Testing

4.1 Staff with COVID-19 symptoms have access to swab testing in London and Luton and Bedfordshire. Specific COVID-19 swab testing for asymptomatic staff has been set up and put into action as required to support locality COVID-19 outbreaks within ELFT. A programme of regular testing of asymptomatic staff is being developed, prioritising staff who regularly visit care homes as part of their work.

- 4.2 The new COVID-19 national testing strategy is expected to include testing frontline staff up to twice weekly and the Trust is awaiting more information regarding the implementation plans for this.

5. Staff Accommodation

- 5.1 We have continued to support staff who need accommodation because they have relatives who are protecting due to vulnerabilities. Our accommodation offer has been modified to give greater clarity on eligibility criteria. However, if staff need accommodation, we will endeavour to help them, working with our local partners. Staff should approach their managers to discuss their eligibility for accommodation based on the criteria outlined in the guidance which includes their risk assessment.

6. Car Parking

- 6.1 Some local London Boroughs are continuing to support free car parking for healthcare staff if their travel is related to legitimate NHS business

7. Risk Assessments for Staff

- 7.1. We continue to encourage managers and staff to continually review risk assessments in order to mitigate the risk to staff and their families.
- 7.2. We have continued to review the risk assessment process, form and guidance with our Occupational Health provider, Team Prevent, and have engaged with the ELFT Ability Network. We are always working through how to sustain the risk assessments and to make it a part of the on-boarding process. We are working collaboratively with Staff side to focus on how we support managers to have meaningful conversations in order to mitigate the risks to our staff.

8. Wellbeing Conversations

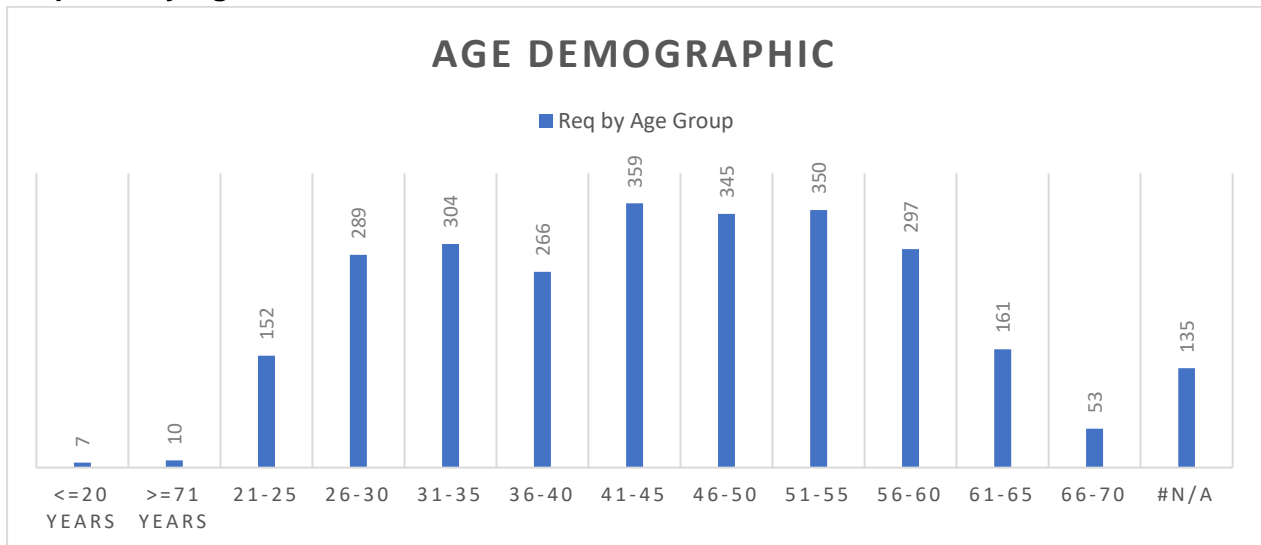
- 8.1 As per the NHS People Plan, it is recommended that all staff are required to have a wellbeing conversation. We have taken the learning from the Risk Assessment process and will work on linking the wellbeing conversation reporting process to the current appraisal form (this aligns to a benchmarking activity conducted across other NHS Trusts).
- 8.2 We have built on the approach that we deployed in managing the risk assessment conversation and have opted for an informal conversation at various 'touch points' such as supervision, appraisal, well-being conversation or any other interaction, so that it becomes a general conversation rather than a process which is formal and recorded.
- 8.3 The wellbeing conversations were launched with a Twitter campaign #Howareyoureally? We have expanded on the draft from NHS England and NHS Improvement to link in with the ELFT Wellbeing wheel so that the conversation focuses on physical, environment, emotional, financial, and social aspects of wellbeing.



9. Vitamin D Supplements for staff

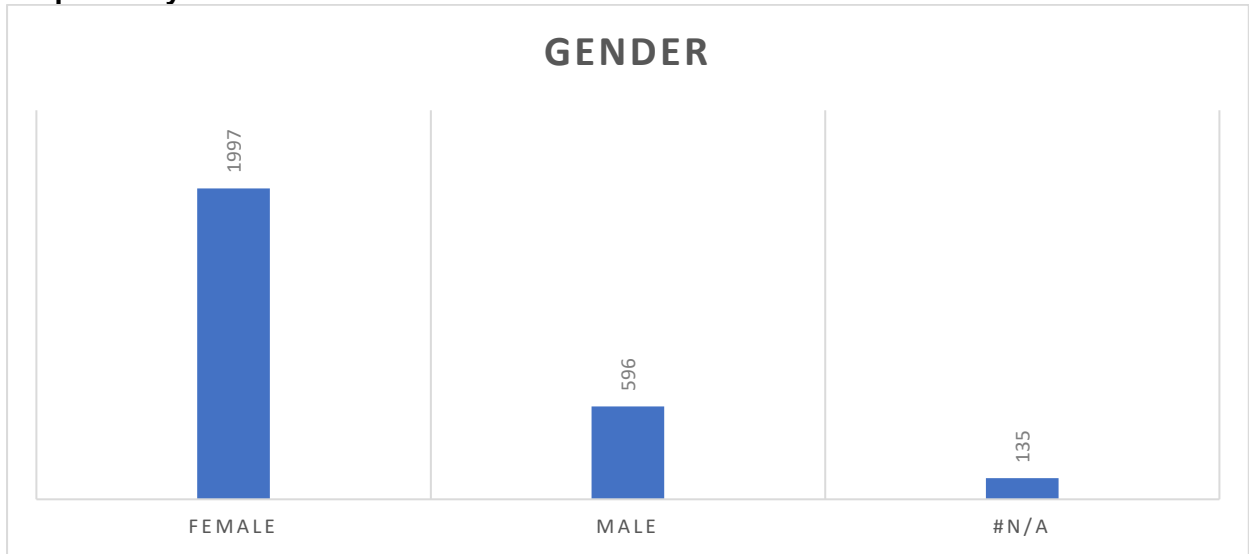
- 9.1. In December 2020, the Trust launched a campaign called #Sunshineinyourpocket to enable all staff to access staff to access a 3-month supply of Vitamin D. As part of the campaign, staff were informed of the health benefits of Vitamin D and how they can increase their Vitamin D intake through diet. We received 2,729 requests from staff. Unfortunately, we are only able to provide the following data for 2,594 of these staff members as their records are not on ESR due to the fact they are agency or contractor to ELFT.
- 9.2. Staff were able to apply for this supplement through an online application, free of charge, and were posted to their home address. Compass Community Interest Company donated £20,000 towards the cost of the supplements, and around £6,000 was donated from the sale of the COVID-19 masks made by Cathy Lilley, Director of Corporate Governance, which covered the cost of the Vitamin D project.

Requests by Age



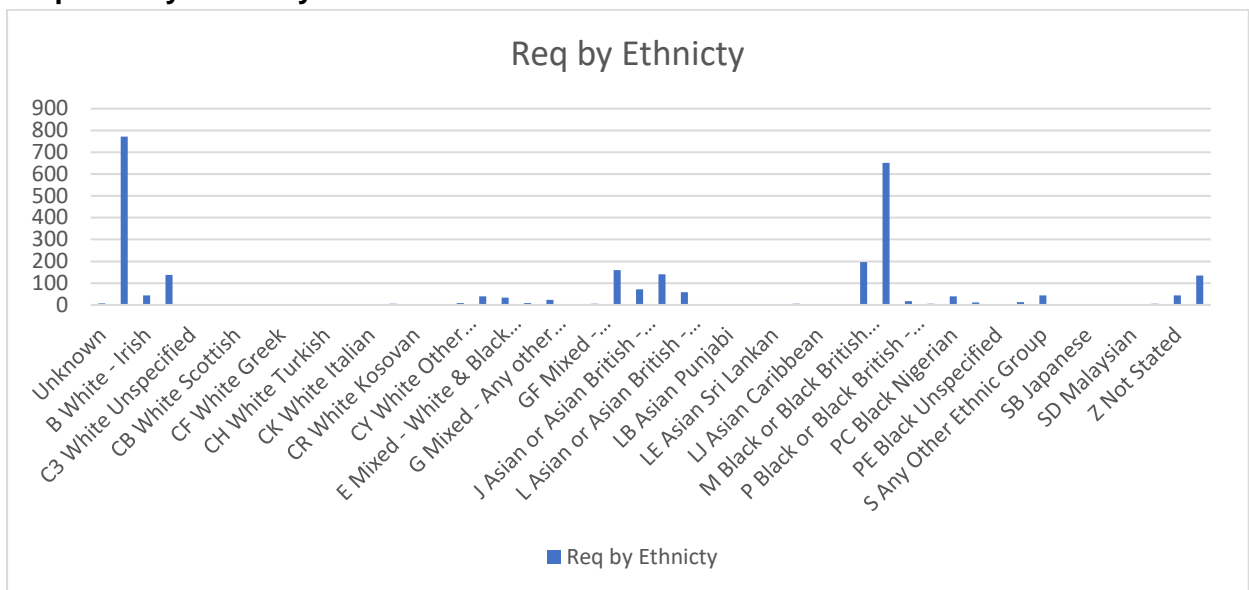
Highest proportion of requests came from age group 41 – 45 years, lowest proportion were of those under 20 years of age.

Requests by Gender



Over 75% of requests were made by staff members defining as female

Requests by Ethnicity



10. Childcare

- 10.1 Following an internal poll to assess the need for childcare provision, we signed up with an organisation called Yoopies which connects staff with childcare provision via an App/website. This service has been extended for a further three months.

11. Online learning Activities

- 11.1. Based on the feedback from our staff about the struggles of home schooling and home working, the Trust provided an online learning provision for the children of our staff. This has been well received by the staff and children. The offer spanned key stages 1-4. The take up has been consistent amongst key stage 1 and 2 children (primary school age) and less so for key stages 3 and 4 secondary children, although this improved when we updated the curriculum.
- 11.2. This initiative has generated lots of external interest and the Trust hosted a call requested by NHS England attended by c. 20 Trusts. There have been requests for activities between 15:30 and 17:00 like an online after school club, which we responded to. The online activities also ran over half term week.
- 11.3. Here is the sample online learning timetable:

Learning Support Activities Timetable Monday 25th to Friday 29th January 2021

Key Stage 1 Activities Timetable Week beginning Monday 25th January					
Time	Monday	Tuesday	Wednesday	Thursday	Friday
9.15 - 10am	KS1 Phonics - Phase 3 & Phase 5	KS1 Phonics - Phase 3 & Phase 5	KS1 Phonics - Phase 3 & Phase 5	KS1 Phonics - Phase 3 & Phase 5	KS1 Phonics - Phase 3 & Phase 5
	RESOURCES: Pencil and Paper	RESOURCES: Pencil and Paper	RESOURCES: Pencil and Paper	RESOURCES: Pencil and Paper	RESOURCES: Pencil and Paper
10.10 - 10.55am	KS1 Maths - Number & Quantities	KS1 Literacy - Fairy Stories	KS1 Maths - Number & Quantities	KS1 Literacy - Fairy Stories	KS1 Maths - Mental Addition & Subtraction
	RESOURCES: Pencil and Paper	RESOURCES: Pen and Paper	RESOURCES: Pencil and Paper	RESOURCES: Pen and Paper	RESOURCES: Pencil and Paper
11am - 11.50am	KS1: Support with your school work	KS1: Support with your school work	KS1: Support with your school work	KS1: Support with your school work	KS1: Support with your school work
	RESOURCES: School Work you need help with	RESOURCES: School Work you need help with	RESOURCES: School Work you need help with	RESOURCES: School Work you need help with	RESOURCES: School Work you need help with
Lunchtime					
12.30 - 1.15pm	KS1 Reading	KS1 Reading	KS1 Reading	KS1 Reading	KS1 Reading
	RESOURCES: none	RESOURCES: none	RESOURCES: none	RESOURCES: none	RESOURCES: none
1.25 - 2.10pm	KS1 History - Changes within living memory	KS1 Science - Animals including Humans	KS1 Art - Drawing	KS1 Geography - Map Readers	KS1 Music - Carnival of the Animals
	RESOURCES: Pen and Paper	RESOURCES: Pen and Paper	RESOURCES: Pen and Paper and colouring pens/pencils/crayons	RESOURCES: Pen and Paper and colouring pens/pencils/crayons	RESOURCES: Pen and Paper and colouring pens/pencils/crayons
2.15 - 2.35pm	KS1 Online games / Story time	KS1 Online games / Story time	KS1 Online games / Story time	KS1 Online games / Story time	KS1 Online games / Story time
	RESOURCES: none	RESOURCES: none	RESOURCES: none	RESOURCES: none	RESOURCES: none

11.4. The take up/attendance on the online learning activities is as follows:

Attendance Week 1				
Week Begin	KS1	KS2	KS3/4	Total
20/01/2021	5	4	2	11
21/01/2021	3	16	6	25
22/01/2021	22	16	3	41
Total	30	36	11	77

Attendance Week 2				
Week Begin	KS1	KS2	KS3/4	Total
25/01/2021	23	21	1	45
26/01/2021	14	9	2	25
27/01/2021	11	13	0	24
28/01/2021	17	23	0	40
29/01/2021	31	23	1	55
Total	96	89	4	189

Attendance Week 3				
Week Begin	KS1	KS2	KS3/4	Total
01/02/2021	30	21	0	51
02/02/2021	26	37	0	63
03/02/2021	25	29	0	54
04/02/2021	15	30		45
05/02/2021	15	19		34
Total	111	136	0	247

Attendance Week 4					
Week Begin	KS1	KS2	S3/4 Math	S3/4 Scien	Total
08/02/2021	30	31			61
09/02/2021	26	15			41
10/02/2021	18	27			45
11/02/2021	25	29			54
12/02/2021	29	23	1	1	54
Total	128	125	1	1	255

Attendance Veel 5 (Half Term)						
Week Beg	KS1	KS2	S3/4 Math	S3/4 English	S4 Scie	Total
15/02/2021	15	13	4		0	32
16/02/2021	15	22	2	5	3	47
17/02/2021	19	20	3	3	1	46
18/02/2021	13	31	2	3	3	52
19/02/2021	10	20	1		3	34
Total	72	106	12	11	10	211

Attendance Week 6						
Week Beg	KS1	KS2	S3/4 Math	S3/4 English	S4 Scie	Total
22/02/2021	34	15	4		1	54
23/02/2021	30	18	3	5	1	57
24/02/2021	29	26	2	5	2	64
25/02/2021	27	25	2	3	2	59
26/02/2021	30	25	3		0	58
Total	150	109	14	13	6	292

Attendance Week 7						
Week Beg	KS1	KS2	S3/4 Math	S3/4 English	S4 Scie	Total
01/03/2021	35	18	6		1	60
02/03/2021	34	21	7	3	0	65
03/03/2021	29	24	5	3	0	61
04/03/2021	29	18	3	5	2	57
05/03/2021	30	30			0	60
Total	157	111	21	11	3	303

12. Non-Violent Resistance Course (NVR) Parenting Classes for staff who are parents

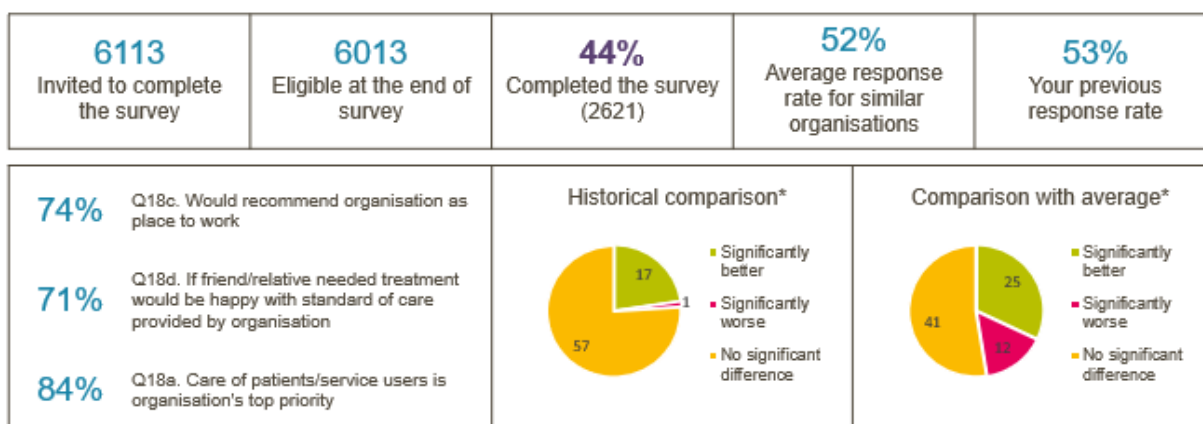
12.1. Following on project launched in summer of 2019, we previously reported that we were launching the NVR classes for parents; this was part of our wellbeing work in terms of supporting staff whose children had been caught up in gangs, knife crime and/or county lines. This has then developed into the NVR course, which is a 10-week course, run virtually by an ex-ELFT colleague via the Trust Bank. We have c. 15 booked on to the course and a waiting list of c. 45 staff.

13. Hardship Fund

13.1. A review of the Hardship Fund criteria has taken place and the criteria is being changed so that staff or service users can request a maximum of £1,000. The aim is to help as many people as possible in hardship, and grants can only be awarded up to the value in the charitable fund. The updated criteria and application form will be communicated across the Trust and available to access on the Intranet.

14. NHS Staff Survey 2020

14.1. The staff survey company, Picker, was commissioned by 26 Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts organisations to run their survey. This summary presents ELFT's results in comparison to those organisations.



*Chart shows the number of questions that are better, worse, or show no significant difference

A total of 78 questions from the survey can be positively scored. 75 of these can be compared historically between 2019 and 2020. The results include every question where the team had a minimum required 11 respondents.

An article in the HSJ highlights ELFT as being in the top 10 mental health trusts for the proportion of staff recommending their organisation as a place to work.

Trust name	2018 score	2019 score	2020 score	Change 2019 to 2020 (percentage points)
Berkshire Healthcare NHS Foundation Trust	68.3%	70.5%	77.8%	7.2
Hertfordshire Partnership University NHS Foundation Trust	65.9%	73.7%	76.1%	2.5
Northamptonshire Healthcare NHS Foundation Trust	72.4%	73.8%	76.0%	2.2
Dorset Healthcare University NHS Foundation Trust	67.9%	73.1%	75.5%	2.4
Solent NHS Trust	67.5%	68.9%	75.5%	6.6
Derbyshire Healthcare NHS Foundation Trust	56.1%	64.8%	75.1%	10.4
Lincolnshire Partnership NHS Foundation Trust	68.5%	72.6%	74.9%	2.3
East London NHS Foundation Trust	68.9%	68.8%	73.5%	4.7
Surrey and Borders Partnership NHS Foundation Trust	60.5%	63.6%	71.8%	8.3
Midlands Partnership NHS Foundation Trust	60.4%	62.9%	71.7%	8.8

The results have been shared with Directorates and local People Business Partners are working through the results and developing local action plans.

Top 5 scores (compared to average)	
49%	Q9c. Senior managers try to involve staff in important decisions
74%	Q18c. Would recommend organisation as place to work
46%	Q9d. Senior managers act on staff feedback
54%	Q9b. Communication between senior management and staff is effective
66%	Q4d. Able to make improvements happen in my area of work

Bottom 5 scores (compared to average)	
85%	Q15a. Not experienced discrimination from patients/service users, their relatives or other members of the public
66%	Q13a. Not experienced harassment, bullying or abuse from patients/service users, their relatives or members of the public
88%	Q15b. Not experienced discrimination from manager/team leader or other colleagues
37%	Q5g. Satisfied with level of pay
80%	Q14. Organisation acts fairly: career progression

Most improved from last survey	
53%	Q11d. In last 3 months, have not come to work when not feeling well enough to perform duties
37%	Q11a. Organisation definitely takes positive action on health and well-being
43%	Q4g. Enough staff at organisation to do my job properly
67%	Q5h. Satisfied with opportunities for flexible working patterns
26%	Q6a. I have realistic time pressures

Least improved from last survey	
72%	Q11b. In last 12 months, have not experienced musculoskeletal (MSK) problems as a result of work activities
80%	Q11e. Not felt pressure from manager to come to work when not feeling well enough
56%	Q11c. In last 12 months, have not felt unwell due to work related stress
75%	Q2b. Often/always enthusiastic about my job
81%	Q5c. Satisfied with support from colleagues

*Only scores which are higher/lower than the average/historic scores are shown.

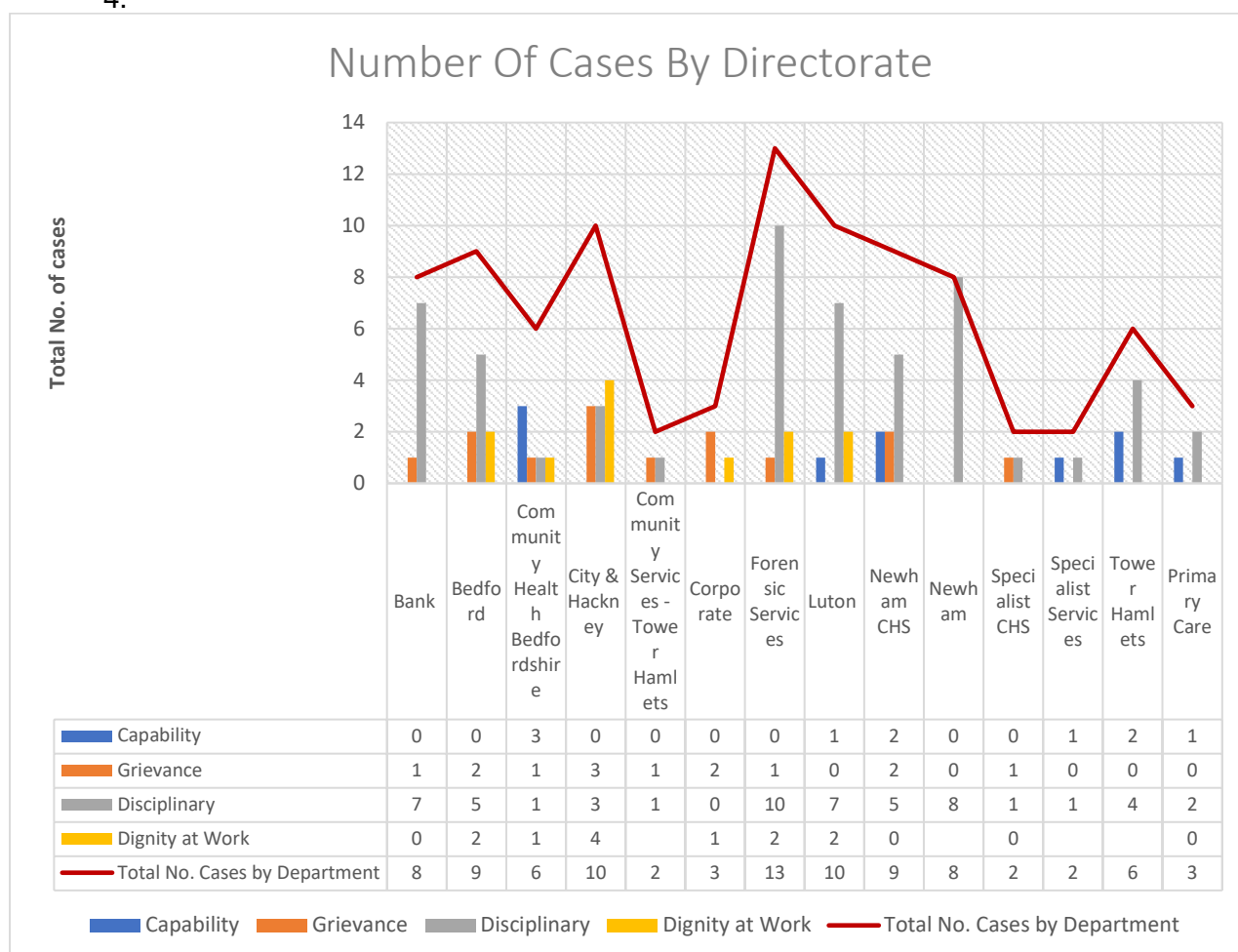
15. Employee Relations Activity Report – February 2021

- 15.1. In total, there are: 92 live ER cases plus 11 Employment Tribunal cases, 1 Employment Appeal Tribunal and 2 Advisory, Conciliation and Arbitration (ACAS) cases, 99 long-term sickness cases, (This figure does not include long term COVID19 cases which are being managed informally) and 319 short-term sickness cases being managed by the People Relations team.
- 15.2. Towards the end of 2020, the Trust had one case that went to the Pension's Ombudsman. The Pension Ombudsman ruled against the Trust and required a small compensation payment to the claimant citing maladministration. A number of recommendations were made and the Trust are implementing these.
- 15.3. There is also one ET currently, whereby the prospects of success for the Trust are low and we are seeking to settle. The Trust will follow the HM Treasury rules. The Trust are also in the process of filing a Bias application against the judge as we feel that the judge has been biased throughout.

ER Case Breakdown by Month

Case Type	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb
Capability	18	18	15	14	14	13	11	11	11	10	10	10	10
Dignity at Work	9	5	5	7	10	9	12	13	14	20	15	16	12
Disciplinary	34	41	42	43	48	46	41	41	38	36	40	40	55
Disciplinary (Medical)	0	1	1	1	1	1	1	1	1	1	1	1	1
Grievance	20	21	21	17	19	17	21	21	20	23	20	18	14
Tribunals	9	8	8	9	8	9	9	8	11	10	10	10	11
Total	81	94	92	91	100	95	95	96	95	100	95	95	103

15.4 The number of Disciplinary cases has significantly increased by 15. Capability cases have remained the same. Dignity at Work & Grievances cases have both decreased by 4.



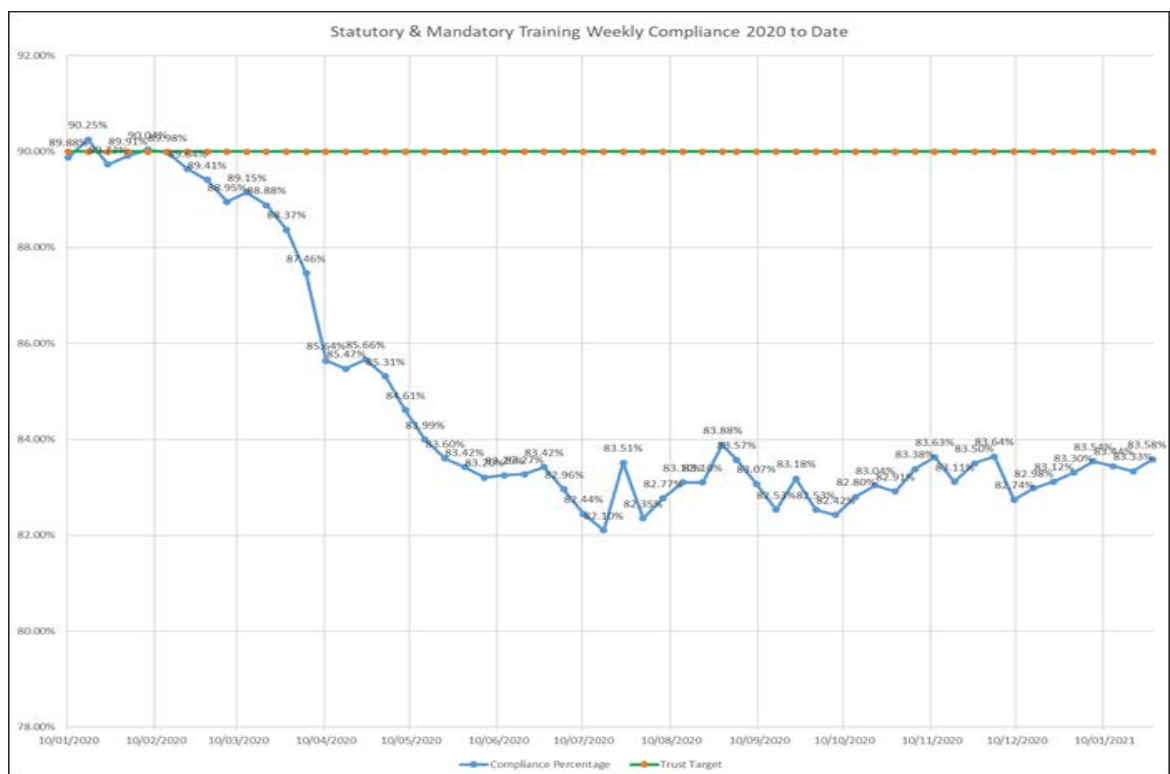
A breakdown of cases by protected characteristics can be found in Appendix 1.

- 15.5 ELFT were successful in winning a HSJ award in the Workforce Race Equality Standards (WRES) category for Compassion in Employee Relations. This is the project that was presented to Board some months ago and showcased the use of Quality Improvement and Co-production with Service users and staff this is a real accolade for the People & Culture team and is testament to the innovation and hard work to improve these metrics.



16. Statutory and Mandatory Training

- 16.1. Compliance levels remain at around 83% as they have done for the past few months. Work continues to promote the completion of e-learning which forms the mainstay of the compliance learning as well as attendance on the limited number of classroom courses that are currently being delivered due to COVID-19 and social distancing concerns.
- 16.2. The delivery model for Basic Life Support (BLS) will be changed from April to change to a blended approach where learners will attend a theory lesson delivered via Zoom and will then be followed up with an individual assessment. This approach will increase the number of individuals that can be trained as well as significantly reducing the social distancing risks. We anticipate improvements by the Summer 2021.



17. Medical Education Activity Update

- 17.1. HEE London took the decision to pause the February rotation with exceptions for those joining a new training scheme, or who have applied for an exception. This meant that on 3 February 2021, roughly 20 trainees joined the Trust in London, with the remainder delayed till 3 March 2021.
- 17.2. East of England rotations took place as usual, which meant we welcomed five new trainees in Luton and Bedfordshire.
- 17.3. Medical student placements are working out well, despite reducing the number of weeks they are with us due to COVID-19. Our two Fellow in Medical Education Trainees are working super hard on their teaching programmes.
- 17.4. A project with a theatre company to tackle challenging work/patient relations is in its final stages. A mixture of medics, other clinical and service user representatives were part of the programme. Delegates have been very positive about their experiences; putting themselves in others' shoes/seeing things from the other persons' perspective has been very powerful.
- 17.5. The capital bid for the Education Suite on the 2nd floor of Alie Street has been approved. The Estates department has been very helpful in making this happen.
- 17.6. Medical Education Awards: We are pleased to share the results from the Medical Education Awards for outstanding educational/clinical leadership for Postgraduate and Undergraduate education has been announced. Join us in congratulating trainees: Drs Cate Bailey, Lynsey McAlpine, Harleen Birgi and Henrietta Blyth. Also Consultant Drs Juliette Brown, Warren Dunn, Sen Kallumpuram, Shazia Zahid and Uttom Chowdhury.

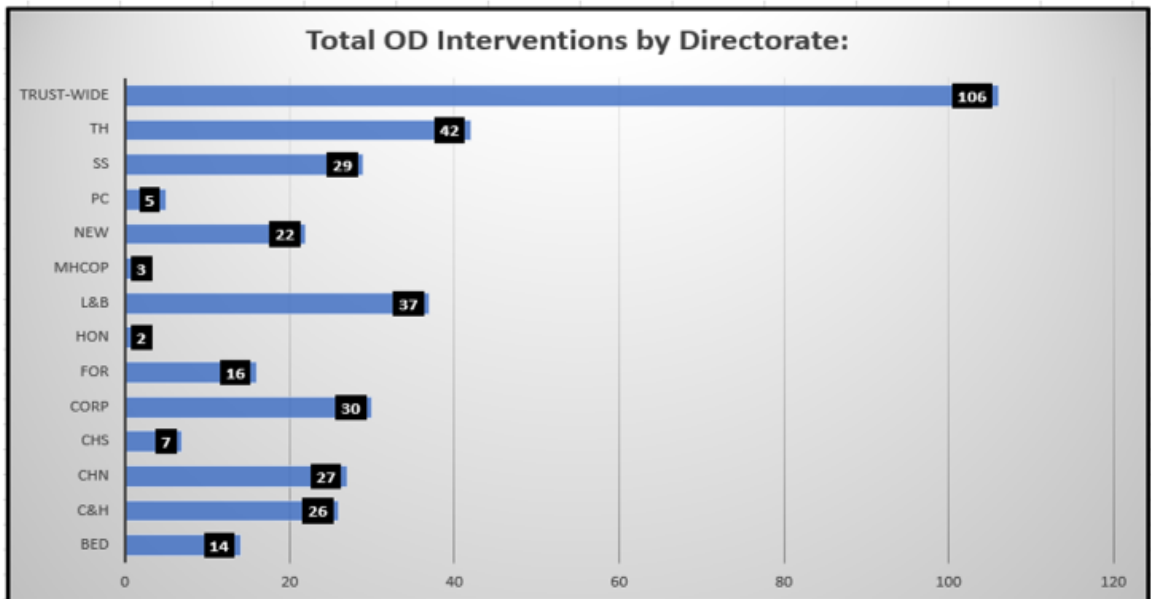
18. Organisational Development Activity

- 18.1. A total of 366 activities have been undertaken by the Organisational Development team since April 2020. This is an increase of 38 activities from the previous month. During the pandemic, these activities have been in response to the emotional and connection needs of various place-based and locality teams and have been facilitated to provide safe spaces to work through the team's experiences, impact and learning. In order to preserve the safety of our staff, these have been facilitated virtually using innovative and creative means to ensure maximum engagement for all participants.
- 18.2. The following charts provide more detail about the Trust's OD activities:

OD Activity by locality



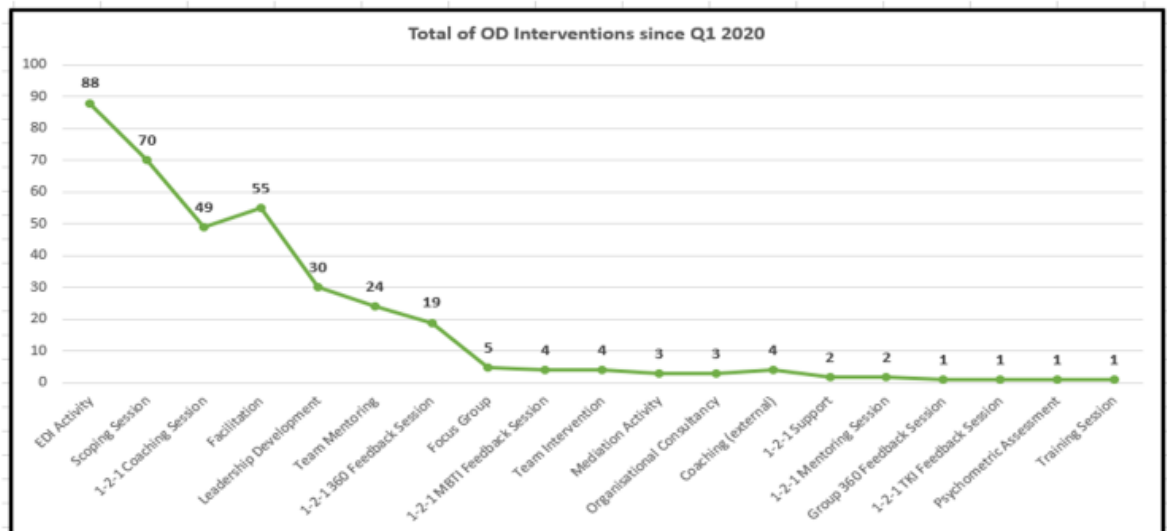
To date, 366 OD activities have taken place or are due to take place this year in total (↑38 from last month). The locality that has done the most OD activity is Trust-Wide (106) followed by Tower Hamlets (42).



OD Activity by type



The most popular OD intervention since Q1 2020 remain the same as last month; Equality and Diversity Activities (88), followed by 70 scoping sessions to analyse team dynamics and plan away days, followed by 55 facilitation sessions.



19. Freedom to Speak Up update 1st January to 28th February 2021

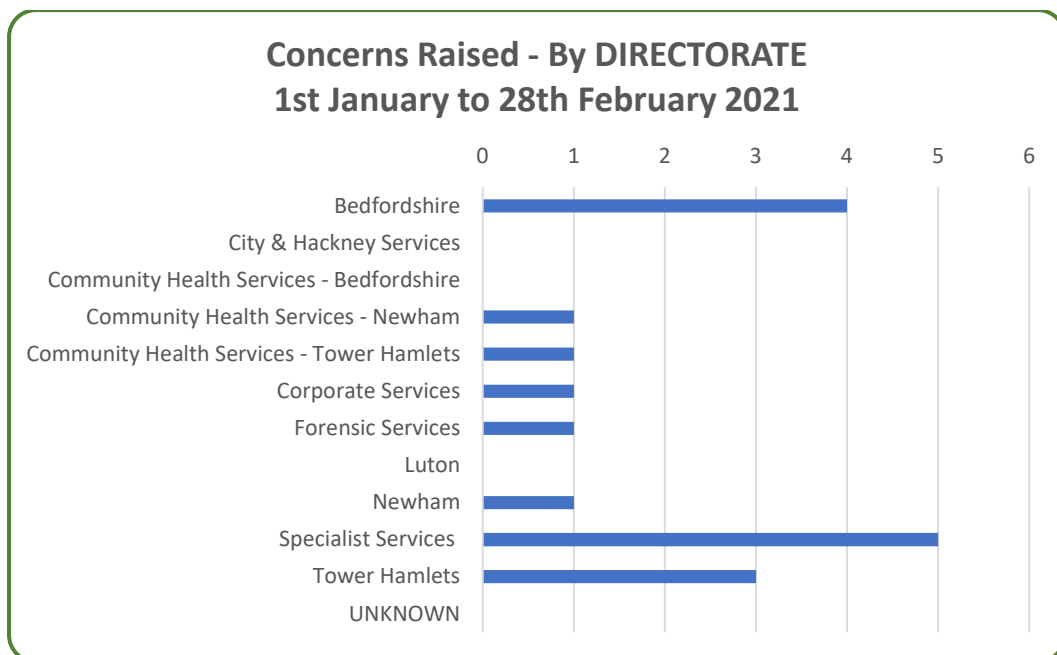
- 19.1. There were 17 FTSU cases recorded from 1st January to 28th February 2021. This is 4 less cases than the previous reporting period.

Table 1.1: Number of concerns raised - by Directorate.

Data for this reporting period By DIRECTORATE	1st January to 28th February 2021
Bedfordshire	4
City & Hackney Services	0
Community Health Services - Bedfordshire	0
Community Health Services - Newham	1
Community Health Services - Tower Hamlets	1
Corporate Services	1
Forensic Services	1
Luton	0
Newham	1
Specialist Services	5
Tower Hamlets	3
UNKNOWN	0
TOTAL	17

19.2 In this reporting period, the concerns raised by colleagues in Specialist Services mostly surrounded the themes of Processes/Organisational Structure/Other, Patient Safety/Quality of Care and Bullying and Harassment. Those raised in Bedfordshire were related to Processes/ Organisational Structure/ Other.

Bar Chart 1.1: Number of concerns raised - by Directorate.



19.3 In this reporting period, the themes of the concerns with the highest frequency were Processes/ Organisational Structure/ Other and Patient Safety/Quality of Care.

Table 1.2.1: Number of concerns raised - by Theme.

Data for this reporting period By THEME	1st January to 28th February 2021
Element of patient safety/ quality of care	4
Element of bullying/harassment/behaviours	3
Processes/ Organisational Structure/ Other	8
COVID19 related	2
Unknown	0
TOTAL	17

Bar Chart 1.2.1: Number of concerns raised - by Theme.

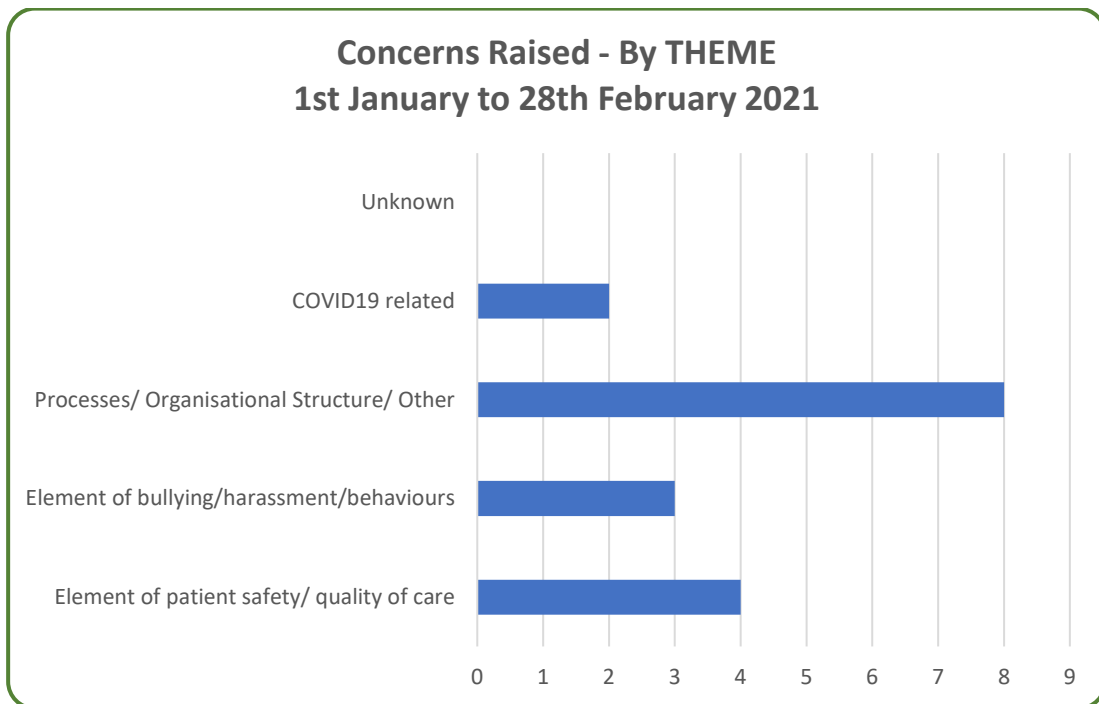


Table 1.2.2: Number of concerns raised - by Theme January and February 2021.

Data for this reporting period BY THEME	January 2021	February 2021	Total
Element of Patient Safety / Quality of Care	0	4	4
Related to Behaviour including Bullying and Harassment	2	1	3
Processes/ Organisational Structure/ Other	2	6	8
COVID-19 Related	1	1	2
Unknown	0	0	0
TOTAL NUMBER OF CONCERNS RAISED	5	12	17
NUMBER OF CONCERNS RAISED ANNONYMOUSLY	0	2	2
DETRIMENT AS A RESULT OF SPEAKING UP	0	0	0

- 19.4 The Professional Group with the highest concerns were Registered Nurses and Midwives and those concerns surrounded the issues of Bullying/Harassment/Behaviours and Processes/ Organisational Structure/ Other.
- 19.5 The second highest group was Social Care. Those concerns related to of Bullying/Harassment/Behaviours, Processes/ Organisational Structure and Patient Safety concerns.

Table 1.3.1: Concerns raised - by Professional Group

Concerns raised - By PROFESSIONAL GROUP	1st January to 28th February 2021
Administration, Clerical & Maintenance/Ancillary	2
Allied Health Professionals	1
Corporate Services	1
Medical and Dental	1
Registered Nurses and Midwives	5
Nursing Assistants or Healthcare Assistants	0
Social Care	4
Not Disclosed	2
Other	1
TOTALS	17

Bar Chart 1.3.2: Concerns raised - by Professional Group



19.6 Concerns raised have been elevated to HR and/or Service Directors as appropriate to the nature of the concern raised.

19.7 The Communications Team continue to support FTSU by sharing information in the 'What's New' email:

- The Winter FTSU Newsletter
- FTSU Champions recruitment drive
- Lunch & Learn FTSU sessions in January 2021
- The FTSU Training packages available via e-Learning for Healthcare (a collaboration between the National Guardian Office and Health Education England) for workers and managers were also shared

19.8 The drive to recruit Freedom to Speak Up Champions continues. The FTSU Champions support an open and honest culture of speaking up in their area/team of work. They will also support colleagues who want to 'speak up' and will signpost and advise them in terms of which avenue is best to bring their concern. Eight FTSU Champions have been recruited to date across the Directorates of Newham, Specialist Services, Forensics and Bedfordshire.

19.9 FTSU Induction Training was delivered in January and February via virtual sessions during the Corporate Induction Training day.

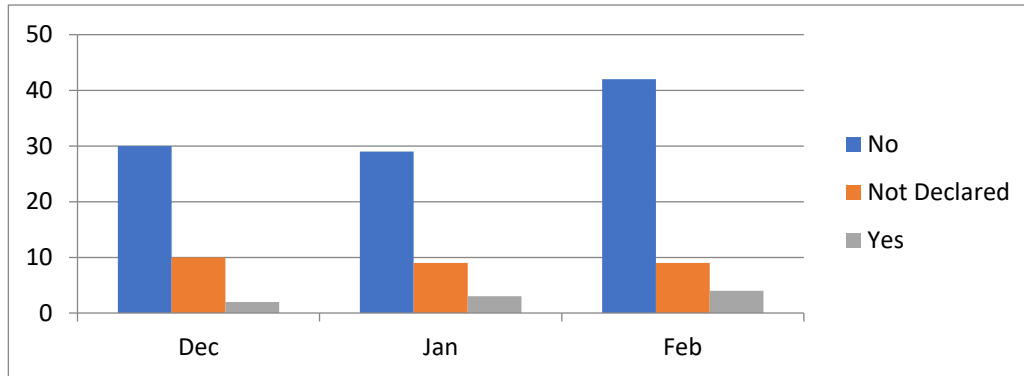
19.10 FTSU training was delivered to the Community Health Services Tower Hamlets in January and to the Bedfordshire Wellbeing Service in February.

20. Action being requested

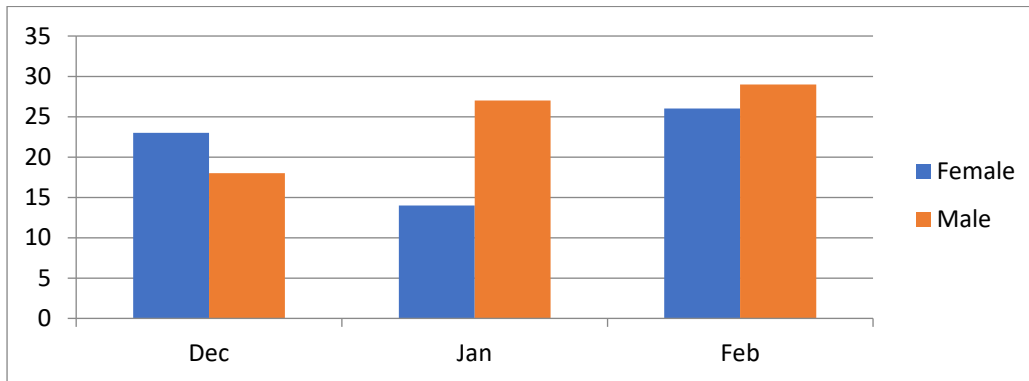
19.1 The Committee is asked to **RECEIVE** and **DISCUSS** the report.

Appendix 1 - Summary of Disciplinary cases by Demographics

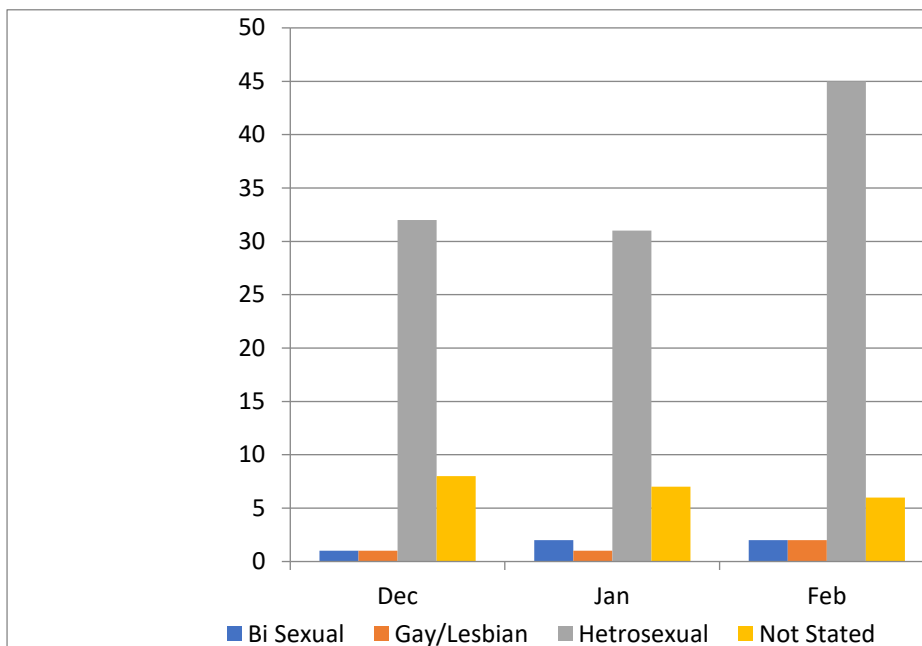
Disability



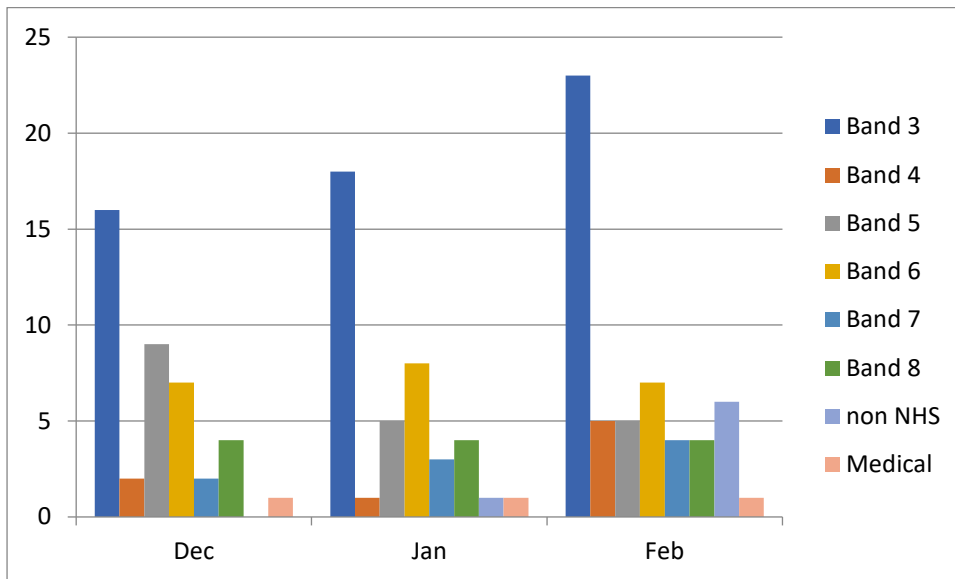
Gender



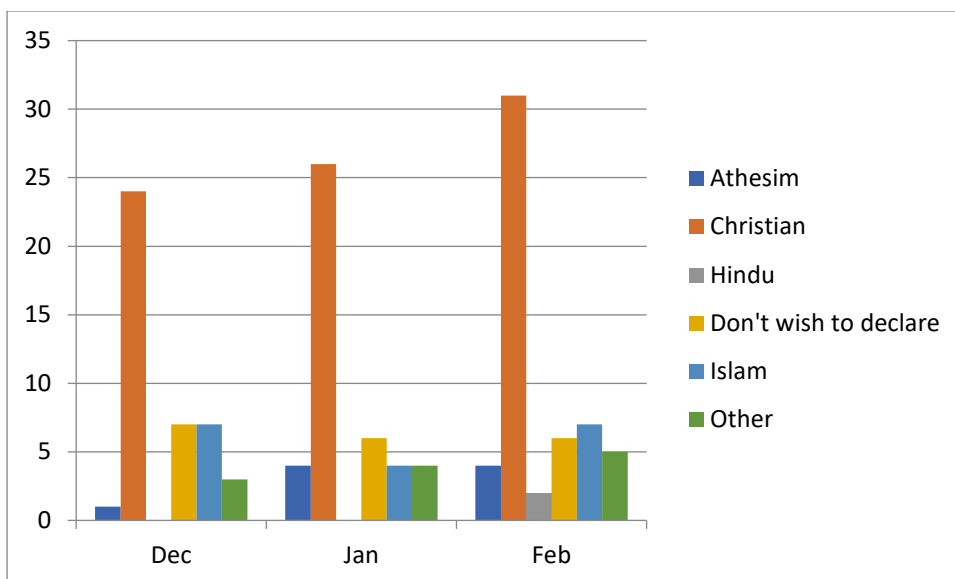
Sexual Orientation



Pay scales



Religion



Number of suspensions per month

Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb
3	2	2	2	2	2	2	2	1	1	1	2	2	2	4	4

At present 4 employees are suspended from the Trust (Newham, Bank, Newham C & Luton).

Number of People on Restricted duties per month

Oct	Nov	Dec	Jan	Feb
12	11	11	10	11

Comparison of Ethnicity of Open Disciplinary cases with the Ethnic split of Trust

