

**NHSBT Board Meeting**  
**Diversity & Inclusion Mid Year Report**  
**November 2018**

**1. Status – Official**

**2. Report - Objectives**

2.1 This report provides a progress update on inclusivity linked to our 4 People Strategy strategic priorities.

- Create the right environment - An inclusive workplace
- Grow our talent - Inclusive and targeted talent management
- Retain our people and skills - Inclusive leadership and support
- Attract the best people - Develop our diverse employment brand

**3. Executive Summary**

3.1 Since the May 2018 report key deliverables to note are: -

- A Diversity and Inclusion Workplan has been developed for 2018/19 and is available on our People First pages. This is attached in Appendix 1.
- We have an in-house Mental Health First Aider trainer, enabling us to provide in-house training to more Mental Health First Aiders across the organisation to support colleagues with mental health and stress related conditions remain in the workplace.
- The Diversity and Inclusion mandatory e-learning package has been refreshed and updated. The new module will be available from December alongside all other revised mandatory packages.
- An evaluation of the Black, Asian and Minority Ethnic (BAME) Career Masterclass was undertaken by a University of West of England - Master's student, providing us with some recommendations to further progress development and career progression of BAME colleagues. We will be working with our OWD colleagues to refine the coaching and mentoring offering as an initial outcome.

**4. Create the right environment - An inclusive workplace**

4.1 Creating an environment in which employees of all protected characteristics feel supported, represented, valued is monitored through the annual Our Voice staff survey engagement scores and Workforce Disability Equality scheme (WDES) and the Workforce Race Equality Standard (WRES).

- 4.2 A key highlight of the engagement Score data from the September 2018 pulse survey shows our overall engagement score for NHSBT has increased to 3.80 from 3.73 from the 2016 survey. Further analysis, review of the feedback and action plans received from the recent Our Voice survey will be shared in the next Diversity & Inclusion Report to the Board in May 2019.
- 4.3 An updated BAME Donor Ambassador Training Day is planned for 29 November, including new recruits, to support the resourcing of events and develop the skills of Donor Ambassadors in supporting the recruitment of blood and organ donors from BAME communities.
- 4.4 NHSBT is now part of the Stonewall Diversity Champions Programme. Stonewall is a lesbian, gay, bisexual and transgender (LGBT) rights charity. We have completed the Workplace Equality Index (WEI) for 2018. The results of the WEI will be released in January 2019 and Stonewall will work with NHSBT to make progress in any gaps identified. Further updates on this work will be shared within the May 2019 Board update.
- 4.5 We are in the process of collating voluntary feedback from key stakeholders across NHSBT, working with the Business Disability Forum to undertake the Disability Standard. An online measurement framework will be used to benchmark our standards as an organisation. An update on the initial findings of this benchmarking progress will be reported in the May 2019 update paper.
- 4.6 A new category for our National Awards Ceremony planned for 20th November this year will include the Championing Inclusivity Award. This award is to recognise and celebrate an individual, team, group or network who Initiates and leads action to build or promote inclusion and acts as a role model or ally in championing and building inclusion.
- 4.7 We are working with NHS England to ensure our WRES data is included in the ALB WRES Report, due to be published in the New Year. The annual data report for the national bodies presents baseline data and will be invaluable in understanding the challenges faced on workforce race equality.
- 4.8 Katherine Robinson, People Director has taken over as chair of the Equality and Diversity Working Group (EDWG) on an interim basis and has held the first meeting in Filton. The meeting will move around the country and include an external speaker to encourage more colleagues from the centre/area to attend and join the discussions. The next meeting will be held in Tooting.

## **5. Grow our Talent - Inclusive and targeted development**

- 5.1 Talent and Succession plans have been produced for each Directorate. Developing the talent of colleagues in protected characteristic groups, most notably race and gender is integral to these discussions. Although we have some information, more work is needed to plug the gaps in terms of information that is still outstanding.

- 5.2 Once we have more robust data, the next step is the analysis of the succession and talent data to commence tracking and monitoring the progress on numbers entering the middle management and senior leadership talent pools by race and gender.
- 5.3 We are developing plans to deliver increased BAME representation in both the middle management and senior leadership talent pools and have visits planned to other organisations to gain insight into how other organisations have achieved this.
- 5.4 Analysis of data over the last six months shows a marginal increase in the representation of BAME employees within the organisation and those working in senior leadership Band 8a and above roles:

<b>Date</b>	<b>BAME</b>	<b>Band 8a and above</b>
31/03/18	13.58%	8.97%
30/09/18	14.20%	9.35%

- 5.5 Work is ongoing to review talent development in professional groups where the female workforce is under-represented at senior levels including ICT and Scientific Careers in Research and Development and to reduce the gender imbalance in senior positions at band 8B and above.
- 5.6 A team from ICT helped mark and celebrate Ada Lovelace Day to inspire girls and young women into Science Technology Engineering and Math (STEM) study and careers on 9 October.
- 5.7 Having a clear picture of our workforce in terms of protected characteristic data will also help towards understanding areas of potential focus. Recent data from our Electronic Staff Record indicates a steady increase month on month of people visiting the and updating their records:

<b>Month</b>	<b>Unique log ins</b>
July	223
August	323
Sept	508

- 5.8 Although this hasn't resulted directly in a significant increase in updates to protected characteristic data, work is planned to promote reasons behind why we record this and the benefits of knowing more about our workforce.

## **6. Retain our People and Skills – Inclusive leadership and support**

- 6.1 The Leadership ladder, developing leadership skills from first level supervisor through to advanced senior leadership is being developed with a view to launching early next year and will enable leaders to demonstrate how they are inclusive in their leadership and display behaviours that value diversity is integral to the achievement at each level.

## **7. Attract the best people – Diverse recruitment**

- 7.1 A key area of focus over the last six months has been around providing regional and Directorate specific support to areas with under-represented BAME colleagues and those areas where recruitment is required to meet the demand for blood and blood products.
- 7.2 An open day for Specialist Nurses – Organ Donation (SNOD) was held at WEDC in London in September. This provided an opportunity for nurses, interested in becoming SNODs, to come and meet key stakeholders from Organ Donation to hear first-hand about the role and the day to day practicalities of working as part of one of the 12 regional Organ Donation Teams. Over 80 nurses attended the open day, with many registering their interest in applying for roles within the next recruitment cohort. The open day also provided an opportunity for junior nurses to find out more about the role and to start planning a career pathway to become a SNOD in the future.
- 7.3 Following on from the success of the SNOD open day, a Donor Carer open day was also held in October to support the recruitment for the WEDC donation teams and other teams in the London area, trying to increase the diversity of applicants wherever possible.
- 7.4 Further updates on recruitment profiles for both SNODs and Donor Carers will be shared in the bi-annual update in May 2019.

## **8. Conclusion and Next Steps**

- 8.1 Since the last report to the Board in May 2018 further progress has been made in relation to increasing NHSBT's ability to be a more diverse and inclusive employer. Initiatives around developing and promoting our Career website pages through blood and organ donor recruitment events and in-house events like the Ada Lovelace Day aim to raise the profile of NHSBT as an employer of choice.
- 8.2 The focus of work will continue to deliver the Diversity and Inclusion workplan for 2018/19 to include:
- Progress the work with Stonewall to understand outcome from employee survey and results from Workplace Equality Index, to benchmark our

current position on lesbian, gay, bi-sexual and trans-inclusion in the workplace and identify areas for improvement.

- Explore how NHSBT can build a Neurodiversity Portfolio; to support colleagues who live with Autism, ADHD, Dyslexia and other Neurological differences to shape our workspaces.
- Review uptake of Mental Health First Aider champions and to map any direct correlation to absence stats and Our Voice figures regarding wellbeing.
- Formally launch the leadership ladder to include the inclusive leadership module.
- Review updated succession and talent management pools for each Directorate and monitor progress against these targets.
- Progress the Business Disability Forum benchmarking exercise and report back on findings and proposed actions in the update in the May report.

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