

HEALTH SCRUTINY COMMITTEE
21 JUNE 2018
NOTTINGHAM CITYCARE PARTNERSHIP WORKFORCE EQUALITY
REPORT OF HEAD OF LEGAL AND GOVERNANCE

1 Purpose

- 1.1 To review actions being taken by Nottingham CityCare Partnership in relation to workforce equalities issues.

2 Action required

- 2.1 The Committee is asked to review current and proposed actions being taken by Nottingham CityCare Partnership in relation to its employees with protected characteristics, in the context of its 2018/19 Quality Improvement Priority to support its staff.

3 Background information

- 3.1 In May 2018 the Committee spoke to representatives of Nottingham CityCare Partnership about its Quality Account 2017/18. As part of this, the Committee reviewed information contained within the report detailing staff survey and engagement feedback and spoke to CityCare's representative at the meeting about this. The Committee had some concerns about the areas where staff feedback was significantly below the average of community providers, but acknowledged the organisation's recognition of areas for improvement and welcomed the inclusion of 'supporting staff' as one of CityCare's Quality Improvement Priorities for 2018/19.
- 3.2 Having reviewed the information contained within the Quality Account about equality and diversity, the Committee wanted to explore in more detail the initiatives and actions being taken by CityCare in relation to employees with protected characteristics and the equality and diversity aspects of the 'supporting staff' priority. In particular, the Committee wanted to review implementation of the NHS Workforce Race Equality Standard, and how CityCare is responding to the issues raised by the staff survey feedback used to inform the Workforce Race Equality Standard, as reported in the Quality Account.
- 3.3 Attached is a paper submitted by Nottingham CityCare Partnership on workforce equality, including how representative the workforce is of its local population; the Workforce Race Equality Standard; the Workforce Disability Equality Standard; and how CityCare supports staff with protected characteristics. CityCare's Equality, Diversity and Inclusion

Lead will be attending the meeting to provide further information on CityCare's work in this area.

4 List of attached information

- 4.1 Workforce Equality Report from Nottingham CityCare Partnership

5 Background papers, other than published works or those disclosing exempt or confidential information

- 5.1 None

6 Published documents referred to in compiling this report

- 6.1 Report to, and minutes of the Health Scrutiny Committee meeting held on 24 May 2018

7 Wards affected

- 7.1 All

8 Contact information

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