

Health and Adult Social Care Scrutiny Committee
16 February 2023

Nottingham University Hospitals Trust Improvement

Report of the Statutory Scrutiny Officer

1 Purpose

- 1.1 To hear from Nottingham University Hospitals NHS Trust about what it is doing to improve the way it is led with a focus on its work to ensure that all staff, including those with protected characteristics under the Equality Act, are treated equitably.

2 Action required

- 2.1 The Committee is asked whether:
- a) it wishes to make any comments or recommendations; and
 - b) any further scrutiny is required and if so the focus and timescales.

3 Background information

- 3.1 In September 2021, the Care Quality Commission (CQC) published a report of its Well Led inspection of Nottingham University Hospital Trust (NUH), which took place in July 2021. Following the inspection, the Trust was issued with a Section 29a warning notice under the Health and Social Act 2008, and was rated as Requires Improvement, with an Inadequate rating in relation to whether services are well-led. The Trust attended the Committee's meeting on 11 November 2021 to outline action that it had taken and intended to take in response to the CQC's findings. The Committee also heard from the Nottingham and Nottinghamshire Clinical Commissioning Group's Chief Nurse as local commissioners. Separately, the Committee gathered additional evidence from NHS England and trade unions representing employees of the trust.
- 3.2 In December 2022 the Trust's Chief Executive and Acting Assistant Director of Programmes spoke to the Committee about progress in addressing the issues identified by the CQC and through subsequent work. The Chief Executive of Nottingham and Nottinghamshire Integrated Care System also provided a system perspective. Noting that the CQC inspection had found a culture of bullying, including a number of cases that could be attributed to racial discrimination and that a theme of concern that had been raised at the time by the Trust's Freedom to Speak Up Guardian's was staff being treated differently due to race, the Committee requested that the Trust provide some additional written information about, for example, racially motivated grievances and provision of unconscious bias training for staff, which has been provided.

The Committee also invited the Trust to attend a future to specifically discuss its work to support BAME colleagues and tackle issues of racism in the workforce.

- 3.3 The Trust has submitted a written paper about its work to create a safe and inclusive workplace, which is attached. The Trust's Chief Executive, Chair of the BAME Network and Chair of the BAME Shared Governance Council will be attending the meeting to discuss this with the Committee.

4 List of attached information

- 4.1 'Creating a Safe and Inclusive Workplace at Nottingham University Hospitals NHS Trust' submitted by Nottingham University Hospitals NHS Trust

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 meeting of the Health and Adult Social Care Scrutiny Committee held on 11 November 2021 and 15 December 2022
- 6.2 Care Quality Commission (15 September 2021) 'Nottingham University Hospitals NHS Trust Inspection Report'

7 Wards affected

- 7.1 All

8 Contact information

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