

# Health and Adult Social Care Scrutiny Committee

## 24 October 2024

### Nottingham University Hospitals NHS Trust - Inclusion

#### Report of the Statutory Scrutiny Officer

## 1 Purpose

- 1.1 To scrutinise how the Nottingham University Hospitals NHS Trust's (NUH's) Workforce Inclusion Strategy has been embedded and the progress made in ensuring that NUH is a safe, inclusive and open environment for patients and staff, as part of the wider work to bring about improvements in Maternity Services.

## 2 Action required

- 2.1 The Committee is asked:
  - 1) to make any comments or recommendations in response to NUH's report on its embedding of the Workforce Inclusion Strategy and the ongoing work to improve the patient experience within Maternity Services; and
  - 2) to consider whether any further scrutiny of the issue is required (and, if so, to identify the focus and timescales).

## 3 Background information

- 3.1 In December 2020, the Care Quality Commission (CQC) published an inspection report that re-rated the maternity services provided by NUH from 'Requires Improvement' to 'Inadequate'. In September 2021, the CQC then published an additional report giving an overall position of 'Requires Improvement', but with an 'Inadequate' rating for whether services were well-led. NUH representatives attended a number of Committee meetings during this period. The Committee also heard from the NHS Nottingham and Nottinghamshire Clinical Commissioning Group (as the then local commissioner) and, separately, gathered additional evidence from NHS England and the Trade Unions representing NUH employees.
- 3.2 The CQC carried out a return inspection in March 2022 and the Ockenden Maternity Review was established by NHS England in May 2022 to consider all cases of serious and potentially serious concern within NUH maternity services. The NHS Nottingham and Nottinghamshire Integrated Care Board (ICB) submitted a report to the Committee meeting on 15 September 2022 (as the new local commissioner) to set out the details of the assurance and oversight arrangements that it had put in place. The NHS Nottingham and Nottinghamshire Integrated Care System (ICS) also provided its overarching perspective. As a result of concerns raised by the Committee in relation to the

CQC's identification of a culture of bullying and potential racial discrimination, NUH representatives attended the Committee meeting on 16 February 2023 to discuss the steps being taken to ensure a safe and inclusive workplace.

- 3.3 The CQC carried out a further inspection in April and June 2023. NUH representatives attended the Committee's meeting on 16 November 2023 to present the key findings of these inspections, the action being taken and the future next steps. An outcome of the discussions was that the Committee requested further information on the development of the new Workforce Inclusion Strategy, which was brought to the Committee meeting on 15 February 2024 – where the Committee explored with NUH how the Strategy would approach overcoming barriers in the context of intersectionality, grow inclusivity in the context of gender identity and develop positive action initiatives.
- 3.4 Following its engagement with the Committee at its meeting on 15 February 2024, NUH has provided a new report as an update on how the Workforce Inclusion Strategy has been implemented to date and how it is being embedded. An update is also included on the current progress and improvement within Maternity Services, in the context of the recommendations made by the Committee at its meeting on 16 November 2023 and the ongoing Ockenden Review.
- 3.5 Although the Committee is not directly scrutinising the activity of the Council, this item does relate to the partnership delivery of the 'Living Well in Our Communities' and 'Serving People Well' outcomes of the Strategic Council Plan.

#### **4 List of attached information**

- 4.1 Report: Creating a safe and inclusive workplace at NUH - an update on progress
- 4.2 Appendix 1: Progress from the 2023 CQC inspection and the Independent Maternity Review

#### **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 [NUH CQC Inspection Reports](#)
- 6.2 [The Ockenden Maternity Review](#)
- 6.3 Reports to, and Minutes of, the Health and Adult Social Care Scrutiny meetings held on:
  - [14 January 2021](#)

- [15 July 2021](#)
- [11 November 2021](#)
- [13 January 2022](#)
- [17 February 2022](#)
- [17 March 2022](#)
- [19 May 2022](#)
- [15 September 2022](#)
- [15 December 2022](#)
- [16 February 2023](#)
- [16 November 2023](#)
- [15 February 2024](#)

## **7 Wards affected**

7.1 All

## **8 Contact information**

8.1 Adrian Mann, Scrutiny and Audit Support Officer  
[adrian.mann@nottinghamcity.gov.uk](mailto:adrian.mann@nottinghamcity.gov.uk)