



Bradford District Assembly
the voluntary and
community sector together

Forum/Assembly Representative Feedback Report

Please provide a brief summary of meetings you have attended on behalf of the Assembly/VCS Forum. This report will be used to inform the Assembly Steering Group/Forum that you represent. The information contained within it will be posted on the Bradford Assembly website www.bradfordassembly.org.uk. If you wish to report on something confidential, please **mark this clearly**.

Return your completed form to wendy@cnet.org.uk

Name of Representative	Paul Stephens
E mail / contact details	pauls@cabad.org.uk
Title of the board / group you sit on	Integrated People Board (IPB)
Date the meeting took place	2 nd September 2021
Date of next meeting	7 th October 2021
Did you receive the meeting papers in time to have a pre-meeting?	I received papers but did not have a pre-meeting.

1. What was the purpose of the meeting?

This was the regular IPB monthly Board meeting

This Board was previously called the Integrated Workforce Programme Board (IWPB). This Board now reports to the Health and Social Care Economic Partnership (HSCEP) Board.

2. Main areas of discussion (bullet points).

The meeting focused on one of the areas of the People Plan, **Creating and instilling a sense of belonging in our health and care system.**

Our system composite 5 year equalities plan

Anne Lloyd, HR Director, Bradford Metropolitan District Council the equalities plan, will be updating the Wellbeing Board in October on progress made with the plan to date. The presentation will focus on the system wide equality, diversity and inclusion resources (EDI) required and how the plan can be best placed. The general view from the discussion was that there needed to be a focus on retention not just recruitment in order to understand more about why people leave.

Pat Campbell, Director of HR, Bradford Teaching Hospitals Foundation Trust said that the October update can be used to show qualitative and quantitative change and focus the narrative on what's happening to showcase the connections and only look at data annually. I commented it is impossible to present data from VCS because it is collected by individual organisations, so to ask VCSs to collate data would be difficult. However, we do have stories to tell about what is being done in the leadership programme and inequalities forums that will show what is being done

around equality and inclusion. Discussion focused on the importance of qualitative conversations/stories as well as quantitative data to evidence progress.

Anita Sargeant, Head of the School of Allied Health Professions and Midwifery, University of Bradford agreed that using living stories would have an impact and suggested looking at the economics costings of losing good talent. What is the loss to Bradford for not having local communities in roles and taking leadership options? It was agreed that we should bypass data and focus on wider cultural change and what we can show from lived experience.

Update on BD&C involvement in the WY Fellowship Programme

Kez Hayat, Head of Equality, Diversity and Inclusion, Bradford Teaching Hospitals Foundation Trust provided an update on a placement offer on high potential 2 and development of a network of networks. There had been six applications from Bradford and Craven but there had been some delays and workforce capacity challenges with the application process. In terms of the gap, they had been advised that some of the placements lacked a strategic context.

3. Were there any discussions or decisions which you feel you had particular impact or influence on?

In the section on the equality plan, I commented it is impossible to present data from VCS a whole because it is collected by individual organisations, so to ask VCSs to collate data would be difficult. However, we do have stories to tell about what is being done in the leadership programme and inequalities forums that will show what is being done around equality and inclusion.

Further note:

- My role on the Board has been lead in Work Programme 4 – Developing a shared culture of integration and system wide working, although changes with the ICP. As part of the Integrated Care System development process, Bradford District & Craven have set up a number of working groups and Dawn Clissett is leading on Leadership and Behaviours. This group has a number of sub-groups.

Because I was leading on one of the IPB work stream that is exploring values and behaviours across the system, I have been asked to lead on the Act As One Values and Behaviours Task and Finish Group and therefore sit on the Leadership team.

- The IPB has responsibility for developing the People Plan for Bradford District and Craven, and various people are taking a lead of the 4 areas of the plan. I have been asked to join the **Looking After Our People Leadership Group** as a temporary measure. Maureen Goddard is leading a discussion on representation from System partners in this work stream, shortly they will be looking for a VCS representative, but I am happy to cover this role at the moment.
- I also link with the Aging Well Transformational programme.