

## Freedom of Information Request

**Reference Number:** EPUT.FOI.20.1777  
**Date Received:** 19<sup>th</sup> December 2020

### Information Requested:

May I further indulge on your highly appreciated responsive service by extending my request to include any organisational document detailing numbers or indications on successful implementation of:

1. Priority one: implementation of leadership programme from board to base supporting the development of capability and continuous improvement (particularly in-line with completing reflection and efficiency reviews) as part of key objectives of the organisational development framework from 2017-2021, which may reflect on:
  - a. Wide leadership development and modelling of leadership behaviours in line with the NHS change management agenda

Trust Board undertook NHSI's Leadership for Improvement programme with the aim to embed continuous improvement from Board to Ward.

Rolling out the following:

- Compassionate leadership through the pandemic
- Women in leadership events for all staff
- MDP (Management Development Programme) delivery
- Link to our organisations staff survey results for 2019  
<https://eput.nhs.uk/nhs-staff-survey-eput-staff-feel-valued-supported-and-able-to-deliver-good-quality-care/>

- b. This will also allow the finding of my research to support alignment of implanted framework of the Essex partnership university NHS foundation Trust on elements of WRES (Workforce Race Equality Standard) and WDES (Workforce Disability Equality Standard).

***Clarification Providing by Applicant:***

***This just means a reflection in your implemented programme that it is equitable on race and disability standards.***

A number of alignments with the WRES have been achieved and these are summarised as below:

- The completion of the 1st round of Reverse Mentoring including a celebratory event
- Trial of a Disciplinary Decision Making tool
- Review and Update of the Conduct & Capability Training to include WRES and Unconscious Bias
- Talent Hub created Autumn 2019

- Introduction of an Anti-Bullying Ambassador Programme which includes BAME Anti-Bullying Ambassadors
  - A review of Senior Leadership team and extension to Band 7
  - Programme of Senior Leadership Development including Equality and Inclusion
  - Two new sessions on the Management Development Programme including 'Equality' and 'WRES and BAME Issues'
  - Positive Cultures session been delivered across Teams which includes Cultural awareness
  - WRES board development session held Autumn 2019 with Head of Staff Engagement and WRES Expert
  - Violence and Aggression Task and Finish Group with BAME Representative
  - Trained Mediators to support disputes at work including some from a BAME background
  - EPUT Equality Champions Conference July 2019
  - Specific Covid-19 Sessions for BAME staff
  - Letter of support for All BAME Staff during Covid-19
2. Priority two: implementation of talent management agenda linking performance management and to pay and reward (particularly in-line with the 9-box model for senior managers development) to indicate on:
- a. Noted high potential for Quality Academy training for specified stretch projects, outside of any such talents current field of work as part of cross-sector experience, building foundations of a successful leadership career in the health and social care sector  
The talent management agenda is not fully embedded in line with the framework. However a number of individuals have been put forward to do a higher level of QSIR training and a number of others have lead Quality Improvement projects. Quality Improvement Hubs have been developed on a directorate level incorporating a systems perspective. Covid-19 has limited the opportunity to drive the wider agenda but structures continue to be embedded. The aim of the hubs is for all staff to be involved in a Quality Improvement journey in line with interests and service need
  - b. An indication or reflection on mentorship programme from highly professional and talented persons to those undertaking projects on Quality Academy such as the high potential scheme (in-line with sustainability and transformation partnerships with local government and other suitable partners), which also reflects stakeholder engagement e.g meeting minutes or notification letter to local authority of senior role appointments, which reflects salary increase as opposed to lateral recruitment to senior positions.  
Please note that due to the Covid-19 pandemic this has been paused until later in the year due to the pressures experienced in health and social care
  - c. This will also go a long way to place your Trust on a high pedestal on the culture of openness and transparency (in-line with the principle of an internal market) that supports and improved better care fund (which is in-line with)

**Clarification from Applicant:**  
**Please ignore this point**

The Trust has not provided a response as advised in your clarification

3. And these will just essentially reinforce your 'Priority 6' statement within your organisational term strategy "to become a high performing organisation". Particularly as high performing NHS Trust may benefit from the better-care-funding  
The Trust is unable to provide a response as this appears to be a statement rather than a Question / request for corporate information

---

**Publication Scheme:**

As part of the Freedom of Information Act all public organisations are required to proactively publish certain classes of information on a Publication Scheme. A publication scheme is a guide to the information that is held by the organisation. EPUT's Publication Scheme is located on its Website at the following link <https://eput.nhs.uk>