



Public Health
England

Protecting and improving the nation's health

Diversity and Inclusion Work programme 2017-19

PHE Advisory Board
14 February 2018



1. The importance of diversity and inclusion
2. Our current workforce status
3. Our plans
4. How you can help?



The public sector equality duty

- Eliminate unlawful discrimination, harassment & victimisation
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations between people who share a protected characteristic and people who do not share it

Modelling exemplary practice

- Civil Service aims to be the UK's most inclusive employer by 2020
- PHE's Work and Health programme

Staff wellbeing

People are our most important asset, and their most important asset is their wellbeing



Diversity and Inclusion and Staff Health and Wellbeing Unit

The Unit was created in June 2017 from functions within the HR and Corporate Services directorates. Reporting to the Chief Executive, the Unit's aims are to:

1. Ensure that PHE is in the upper quartile of public and private sector employers for staff health and wellbeing outcomes as well as diversity and inclusion by 2019
2. Provide an expert advisory internal service
3. Ensure PHE's progress is regularly communicated and nationally recognised
4. Implement external review of occupational health in PHE
5. Support the planned move of staff to PHE Harlow



Philosophy and strategic aims

The Unit's overall philosophy is:

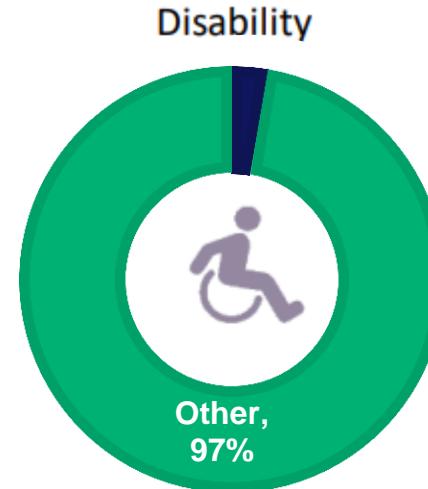
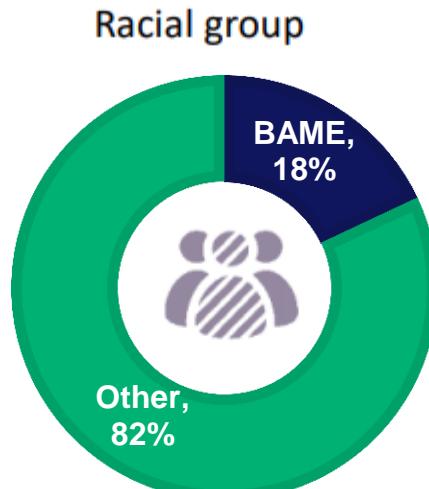
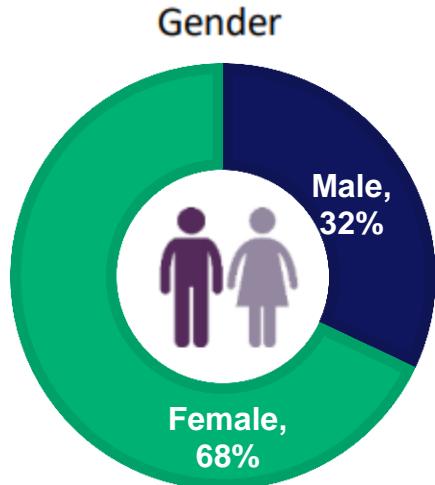
“to ensure that every member of PHE staff can bring all of themselves, every day, to a workplace which is fair, inclusive, safe and supportive - and to promulgate this message across all employers”

Our strategic aims for diversity and inclusion are:

Equality	Reducing the gender pay gap
Representative workforce	Increasing diverse representation at senior levels
Staff inclusion	Strengthening staff voice through 'grassroots' diversity networks

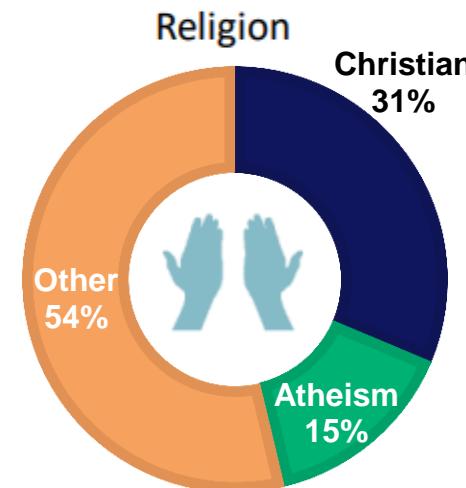
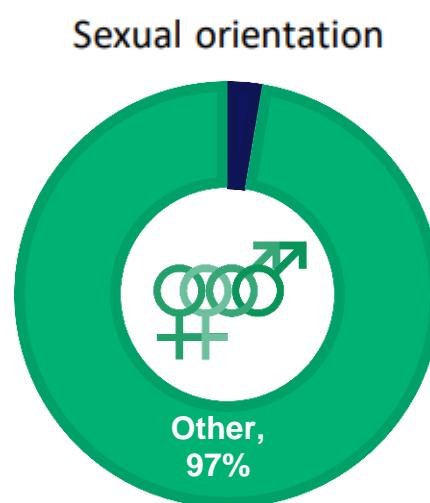
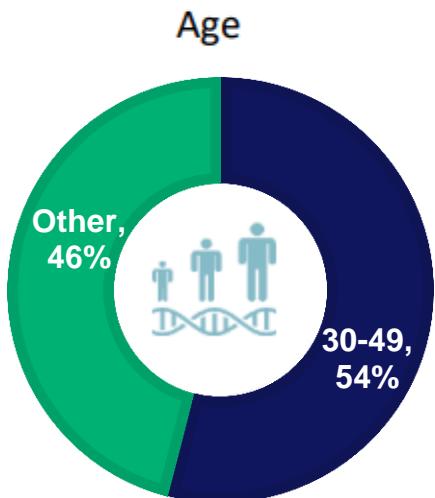


Current workforce



Declare disability, 3%

In 2013, white external applicants six times more likely to be appointed - now three times





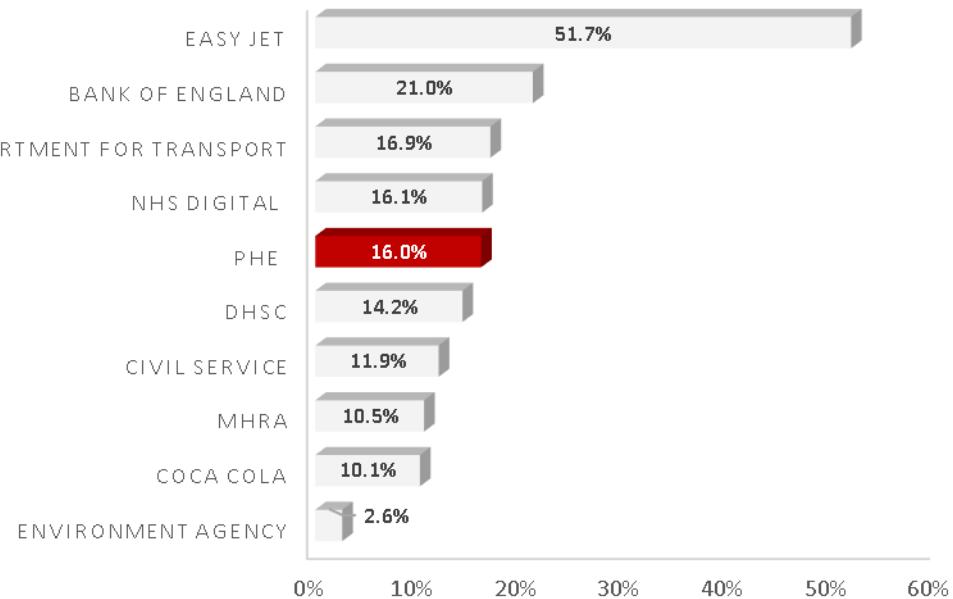
Challenge

16% gender pay gap due to:

- inherited contracts from predecessor organisations
- women concentrated in lower grades
- 90% of part time staff are female
- critical dynamic of age, gender and seniority - largest pay gaps appear in middle years of women's careers

Plan

- Review pay strategies including equal pay for equal work
- Further statistical workforce analysis
- Increase managerial support for women returning from maternity leave
- Further flexible working
- Improved talent management to achieve more representative spread of women in higher grades



Measures

- Regular workforce data analysis to PHE Management



Proportion of BAME staff/ staff with disabilities at SCS level

Representative workforce

Cabinet Office is confirming diversity targets for newly appointed SCS staff in 18 Government departments

Challenge Under-representation of BAME staff and staff with disabilities at senior levels, reflecting low levels of social mobility – national active labour market is 12.8% BAME staff and 11.9% staff with disabilities

Plan

- Aspirational diversity targets for senior managers
- Diverse recruiting practises and panels
- Positive action and talent management
- Shadowing schemes
- Mentoring / sponsorship/action learning sets/ stretch assignments
- Civil Service Future Leaders' Scheme/Positive Action Pathways
- Access to role models
- Improved career planning
- Application and interview support

Measures

- Quarterly PHE diversity dashboards
- NHS Workforce Race Equality Standard

2017 SCS in post	BAME staff	Staff with disabilities
Civil Service	4.6%	3.4%
PHE	5.6%	0%



Challenge Lack of consistent recording of personal needs and reasonable adjustments. Particularly important when planning for Harlow and other major organisational change.

Plan Streamlining multiple passports into a single document

- Civil Service passport
- PHE passport
- Carers' passport
- Autism passport
- ESR declarations
- Occupational health assessment



Measures

- Develop a single workplace adjustment passport by June 2018
- Utilise learning to inform smooth transition to Harlow for staff with diverse needs





PHE is an active member of the National Forum for Health and Wellbeing at Work.

The Forum, led by Professor Sir Cary Cooper, was formed by HWB directors and chief medical officers of leading global companies and major public sector organisations – NHS, Civil Service, HSE, Police - to create a focal point for 'action' in improving the health of UK staff.

With the help of international experts, the Forum has explored issues including:

- support for line managers in creating healthier workplaces and enhancing productivity
- the impact of technology on working peoples' lives
- the impact of multi-generational workforce on health and wellbeing
- the effect of a long working hours culture and its impact on health
- how to help the SME sector create 'good work'

In December 2017, the Forum published the 'Compassion at Work' toolkit, led by PHE, and we are currently designing the digital platform to make this accessible to employers globally.





Benchmarking

Staff
inclusion

PHE participates in a number of independent diversity benchmarks to help evaluate our performance and inform evidence-based, decision-making on workplace diversity



Top 100

16 participants in
BAME mentoring
scheme

▲ 67 places 115
out of 434

Eight participants
in LGBT mentoring
circles



The PHE Diversity and Inclusion Forum meets monthly to support our 13 staff networks and seven executive champions

Challenge Developing more inclusive workplaces

Plan

- Celebrating workforce diversity and supporting engagement through staff networks
- Using strategic advantage of insights into diverse communities and groups e.g. Trans Inclusion Policy
- Adjusting our workplace policies and practices to suit diverse needs
- Improving services to public

Measures

- Staff survey
- Flexible workers
- ESR declarations
- External benchmarking opportunities
- Six monthly meetings with CEO

EXECUTIVE DIVERSITY CHAMPIONS



Jenny Harries
Gender Balance



Paul Johnstone
Race



Rashmi Shukla
Inclusive Working



John Newton
Multi Faith

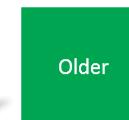
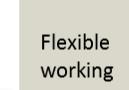


Tony Vickers-Byrne
Older and Younger People

Diversity networks



Professional networks





Addressing health inequalities

Staff
inclusion

PHE is committed to offering supported work experience and placement programmes for underserved communities

REDUCING INEQUALITIES

We have a statutory duty and a remit set out by the government to work towards reducing health inequalities

ADDRESSING WORKLESSNESS

Health-related worklessness is one of our key priorities. Good work supports good health, both mentally and physically.

REPRESENTING BRITAIN

The PM has announced our ambition to get 1 million more disabled people into work

Pathways to Work

4 active programmes

Movement to Work Tackling youth unemployment through provision of high quality work experience and vocational training opportunities for young people that are not in education, employment or training (NEET).

Project SEARCH

Facilitating and supporting transition to work programmes for people with learning disabilities and autistic spectrum conditions in their last year of education.

Mosaic Clubhouse

Supporting people who are living with a mental health condition by encouraging co-production between staff and members throughout all activities.

Career Transitions

Providing resettlement services for ex-service personnel leaving the Armed forces.

Initiatives to be developed further

Ambitious about Autism | Carer's | Ex-offenders

1.



2.



3.



4.



...



Public Health
England

Collaborative Muslim networks with 254 members

Staff
inclusion



Launched
January
2017

Proposal

Business plan

Events calendar



LISTENING
TO STAFF



INCREASE
AWARENESS
AND
ENGAGEMENT



SUPPORT HEALTH
DELIVERY AND
COMMUNITY
ACCESS

THE

NETWORK
COLLABORATION



Public Health
England

NHS

Improvement



Department
of Health &
Social Care



Engaging members and partners in health activities

Staff
inclusion



Mental health event with signatories to PHE
Prevention concordat for better mental health



Fasting,
diabetes and
the Ramadan
health guide

Hajj vaccination and health advice



Public health management of mass gatherings: Hajj

GOV.UK

Search

Departments Worldwide How govern

Policies Publications Consultations

Home

Guidance

Healthy living: mosques

Provides practical steps to help mosques improve the health of the community and reduce inequalities.

Published 19 June 2017
From: Public Health England



- Fuel poverty winter walk
- Compassionate management
- Culturally sensitive patient experience workshop



PROMOTED WORKSHOPS AND COURSES

- Bioethics and Islam masterclass delivered by the Centre for Islam and Medicine
- Faith communities and mental health
- Break free from depression
- THRIVE activities
- MHFA and wellbeing training
- Tackling domestic violence and abuse in faith communities
- NHS Blood and Transplant development
- NHSE Health literacy webinar





How you can help?

- What additional external networks could PHE access and influence?
- Which areas of diversity and inclusion should be our key focus in 2018/19?
- What positive actions would be the most effective to meet PHE's aspiration to be an upper quartile D and I employer by 2019?