



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?



Legal and strategic imperatives



The Equality Act 2010

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”

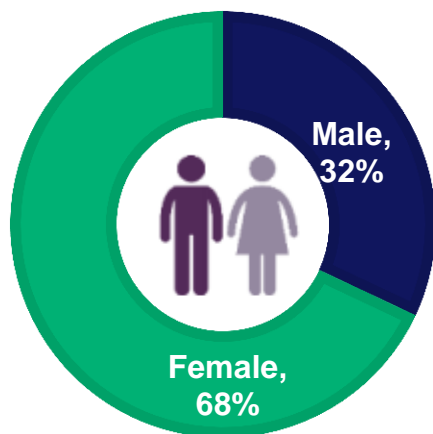
Our strategic aims for diversity and inclusion are:

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

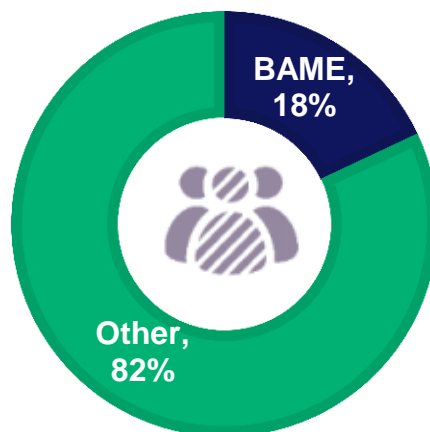


Current workforce

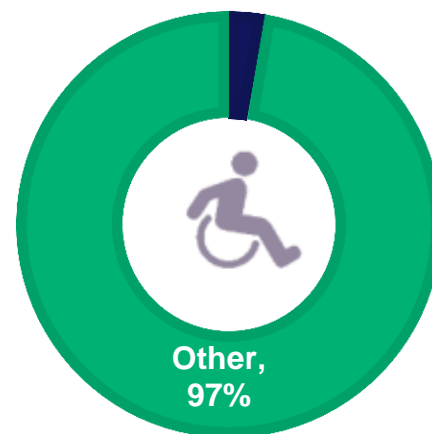
Gender



Racial group



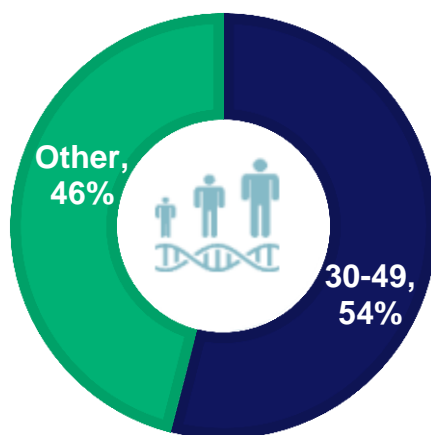
Disability



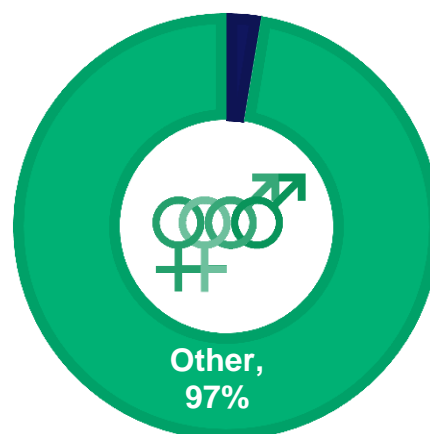
Declare
disability,
3%

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

Age

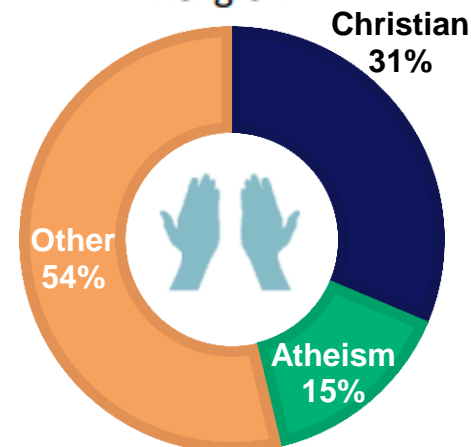


Sexual orientation



Identify
as LGBT,
3%

Religion





Challenge

16% gender pay gap due to:

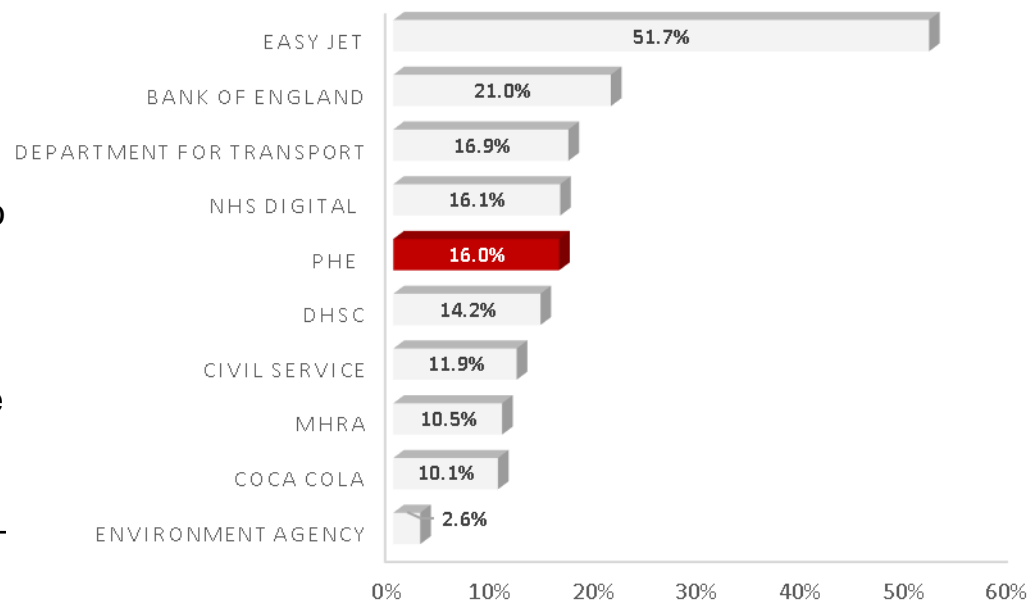
- inherited contracts from predecessor organisations
- women concentrated in lower grades
- 90% of part time staff are female
- critical dynamic of age, gender and seniority - largest pay gaps appear in middle years of women's careers

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.





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



Yvonne Doyle
LGBT



Rashmi Shukla
Inclusive Working



Michael Brodie
Disability and Social Mobility



Jenny Harries
Gender Balance



Paul Johnstone
Race

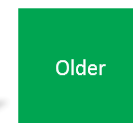
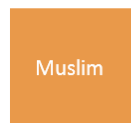
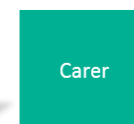


John Newton
Multi Faith



Tony Vickers-Byrne
Older and Younger People

Diversity networks



Professional networks





Public Health
England

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



SUPPORT HEALTH
DELIVERY AND
COMMUNITY
ACCESS



INCREASE
AWARENESS
AND
ENGAGEMENT

LISTENING
TO STAFF

THE

NETWORK
COLLABORATION



Public Health
England



Improvement



Department
of Health &
Social Care



Public Health
England

Engaging members and partners in health activities

Staff
inclusion



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

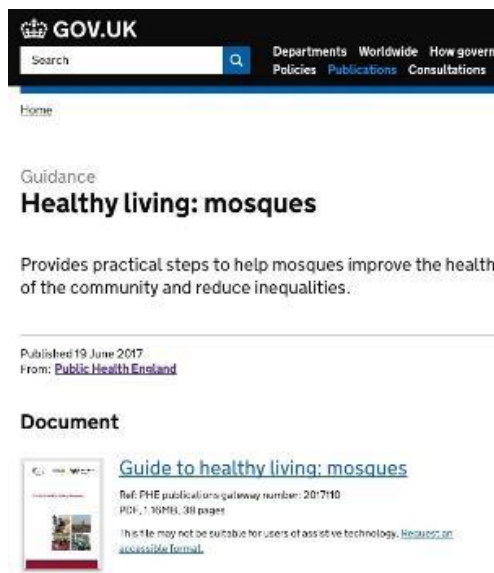


Fasting, diabetes and the Ramadan health guide

Hajj vaccination and health advice



Public health management of mass gatherings: Hajj



- 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?