

The Social Partnership Forum brings together NHS Employers, NHS trade unions, Health Education England, NHS England and NHS Improvement (NHSEI) and the Department of Health and Social Care (DHSC) to contribute to the development and implementation of policy that impacts on the health workforce.

Tackling racial inequalities in the NHS

Following discussions with relevant policy leads, the SPF encourages employers to work in partnership with trade unions to help identify and address racial inequalities. The SPF also requests examples of successful partnership working in NHS organisations to improve the workplace experience of Black and Minority Ethnic (BME) staff, be shared in regional SPFs and through the national SPF, so others can learn and replicate good practice in their own organisations.

Disabled NHS staff experiences during COVID-19 survey

NHS Employers along with NHSEI are running a survey to identify challenges experienced by disabled NHS staff during the height of the pandemic (March to July 2020) and learn lessons (nationally and locally) to help achieve a cultural shift for the benefit of disabled staff and patients/service users. The survey is aimed at disabled staff, line managers, disabled staff network chairs, equality leads, occupational health, HR professionals and others with an interest in disability, and can be accessed via the NHS Employers [website](#). The closing date is 18 September 2020.

Tackling bullying in the NHS - infographic

The NHS Staff Council's Health, Safety and Wellbeing Partnership Group has produced an [infographic](#), which gives simple and concise information on the impact of bullying in the NHS, and what can be done to tackle the issue. Further information, tools and resources on creating cultures of civility, compassion and respect can be found on the [SPF website](#).

Flu immunisation programme – e-learning package

Health Education England has published an interactive e-learning package to support the training of all healthcare professionals involved in delivering or advising on flu immunisation. Access the e-learning package and more information on the seasonal flu vaccination programme, see the [SPF website](#).

COVID-19 sickness management FAQs

Responses to [frequently asked questions](#) are now available to help you with managing sickness absence relating to COVID-19. Download the document, which has been published by a working group of the NHS Staff Council Executive.

South West regional SPF (SW RSPF) - just and learning culture

The SW RSPF has set up a task and finish group to learn the lessons from the pandemic and build just and learning workplace cultures in the region. For more information, visit the [South West SPF web page](#).

Health & Care Women Leaders Network – Action for equality

NHS Confederation's Health & Care Women Leaders Network has launched their new report [Action for equality: The time is now](#). This important report for the health and care sector builds on and expands the work undertaken for the 2017 NHS Women on Boards 50:50 by 2020 report which examined the steps the NHS needed to take to reach the target of equal gender representation on boards by 2020. Written by Professor Ruth Sealy of the University of Exeter Business School, the new report shows that while progress has been made to increase the proportion of women in leadership roles across the health service, there is much more to do.

Workforce Issues Group (WIG) 26 August

This meeting gave the group a chance to discuss its future areas of focus, informed by the NHS People Plan. Anthony Jackson, co-chair of the SPF [violence reduction subgroup](#), joined to consult the group on the co-development of the Violence Reduction Standards. Emma Turner updated the group on the progress of the digital [staff passport](#) project, and Sonya Wallbank shared learning from staff uptake of [Health and Wellbeing resources](#) during the pandemic.

SPF COVID-19 Engagement Group 18 August

John Drew, NHSEI, updated on the deployment of staff who returned to the NHS during the height of the pandemic, and the latest thinking on the development of an NHS reserve. Zoe Evans, NHSEI, joined to discuss the [People Pulse survey](#), a fortnightly survey of staff experience during COVID-19. Deborah McKenzie, Public Health England, gave an update on the future of the organisation. The group discussed winter planning, including [winter flu immunisation](#) and operational planning for increased pressures.

SPF COVID-19 Engagement Group 8 September

Ivan Ellul and Matt Neligan, NHSEI, joined the group to discuss alignment of Clinical Commissioning Groups (CCGs) with Integrated Care Systems (ICSs). Giles Denham, HEE, and Gina Naguib-Roberts, NHSEI, updated on the implementation of the People Plan, including the ask for trusts to develop system people plans for NHS systems.

A decorative background graphic at the bottom of the page. It features a teal silhouette of a city skyline on the left and a large gear on the right. Below the skyline, there is a row of teal silhouettes of people's heads and shoulders, representing a diverse group of individuals.

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