

**Report of:** Leeds Health and Wellbeing Board

**Report to:** Leeds Health and Wellbeing Board

**Date:** 14 November 2024

**Subject:** Verbal item: Health and Wellbeing priority 9: 'An Inclusive, valued and well trained workforce' – supporting the health, wellbeing and safety of the partnership's workforce and people who access services

Are specific geographical areas affected?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
If relevant, name(s) of area(s):		
Are there implications for equality and diversity and cohesion and integration?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Is the decision eligible for call-In?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
If relevant, access to information procedure rule number:		
Appendix number:		

### Summary of main issues

Leeds has an ambition to be the best place to train and work in at any age. We have a health and care workforce that is highly motivated, creative and caring, working together to deliver high-quality care and improve health outcomes in Leeds. A key part of achieving this ambition is creating 'an inclusive, valued and well-trained workforce'. This is highlighted as one of the 12 priorities in the [Leeds Health and Wellbeing Strategy 2023-2030](#).

This means we want a truly inclusive and diverse workforce that is safe and free from discrimination, where all our professions, services, leadership and workplaces better reflect the communities of Leeds and where opportunity for entry into the workforce and career progression is available to all.

The disorder in July and August 2024 has brought into sharp focus the continued need to remain committed to providing visible leadership across the health and care partnership. It is essential we continue to send clear communication to the people of Leeds and staff and service users/patients that we are fully committed to safe and inclusive workplaces.

Building on the previous Leeds Health and Wellbeing Board discussions of the health, wellbeing and safety of the partnership's workforce this item provides an opportunity for the Board to verbally discuss the following at the Health and Wellbeing Board meeting on the 14 November 2024:

- How as a partnership we are supporting workforce health, safety and wellbeing
- How we are supporting people at risk of racism and other abusive behaviour in a work setting
- How we balance responding to abusive behaviour from service users with the rights to receive a service
- Opportunities to further strengthen our approach across the partnership and better support staff and service users

## Health and Wellbeing Board governance

### 1.1 Consultation, engagement and hearing citizen voice

- 1.1.1 The Health and Wellbeing Board has made it a city-wide expectation to ensure the voices of citizens are reflected in the design and delivery of strategies and services. This item directly aligns Strategic priority 9: 'An Inclusive, valued and well-trained workforce' and supports the health, wellbeing and safety of the partnership's workforce and people who access services. Recognising the importance of staff and people's lived experience in our decision making.

### 1.2 Equality and diversity / cohesion and integration

- 1.2.1 This item seeks to address the discrimination faced by our staff and people accessing services in the city, providing the opportunity for open discussion and collective action.
- 1.2.2 The Health and Wellbeing Strategy 2023-30 states the vision of Leeds of being a healthy and caring city for all ages, where people who are the poorest improve their health the fastest. The framework of the strategy has focused priorities with equality, diversity and inclusion at the heart supported by clear outcomes and indicators.

### 1.3 Resources and value for money

- 1.3.1 There are no specific resource implications from this report. The Board continues its commitment to the Leeds Health and Wellbeing Board's strategic priorities, reducing health inequalities and spending the Leeds £ wisely.

### 1.4 Legal Implications, access to information and call In

- 1.4.1 There are no specific legal or access to information implications and the item is not subject to call in.

### 1.5 Risk management

- 1.5.1 Risks will be managed by relevant organisations and boards/groups as part of their risk management procedures.