

Equality and Inclusion Annual Report and Objectives – April 2017

1. INTRODUCTION

- 1.1 This report provides an update on the equality objectives 2016/17. A process for defining the equality objectives for 2017-20 needs to be agreed.
- 1.2 The Trust has not been able to meet all of the objectives agreed for 2016/17, due to the infrastructure and systems required. In particular, the statutory reports Equality Delivery System (EDS2) and Accessible Information Standard (AIS).
- 1.3 The appointment of a Head of Equality and Inclusion, and Communications Engagement Officer will provide the expertise, knowledge and time to be able to ensure that we meet our equality objectives from now on, not just in a timely way, but also to ensure that the work is completed to a high standard.

2. 2016/17 OBJECTIVES

- 2.1 Objective 1: Implement the Equality and Diversity System 2 (EDS2) and use the information to develop the Trust Equality objectives for 2017.

Measures of success	Update
Equality and Diversity Steering Group to commence in August 2016	The Equality and Diversity Steering Group formed and met for the first time on 8 th September 2016.
An Equality and Diversity Steering Group will be introduced involving a wide range of stakeholders to implement EDS2 and develop the Equality objectives for early 2017.	The group has not had representation from stakeholders who represents patients, which is an essential part of the completion of EDS2.
EDS2 to be implemented by January 2017 with action plan to address and improvement in performance	EDS2 has not been completed. It has identified that the Trust needs the expertise, and infrastructure to deliver this. This will be supported by the recent appointed of a Communications Engagement Officer and soon to commence Head of Equality and Inclusion.
Equality objectives for 2017 agreed by Trust Board by	The proposed Equality objectives for 2017/18 are outlined in section 4 of this report.

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2.2 Objective 2: Improve performance against race equality measures identified through the NHS Workforce Race Equality Standard.

Measures of success	Update
The ratio of BAME shortlisted candidates/ successful candidates compared to white shortlisted candidates/ successful candidates	This was identified in the July 2016 WRES report as 1.38:1, showing significantly less likelihood to be selected. At the end of April 2017, the Trust will be in a position to report on the latest results.
The percentage of BAME staff who are at Band 7 and above compared to the percentage of white staff who are at Band 7 and above	This was identified in the July 2016 WRES report as: Band 7 0.76% Band 8a 0.28% Band 8b 0.06% Band 8c 0.04% Band 8d 0.02% At the end of April 2017, the Trust will be in a position to report on the latest results.
A decrease in the number of BAME staff who experience discrimination in the NHS Staff Survey	This was identified in the July 2016 WRES report as 1.60:1, showing more likelihood to enter the disciplinary process. At the end of April 2017, the Trust will be in a position to report on the latest results.

2.3 Objective 3: Ensure equality of employment outcomes regardless of protected characteristics, in regard to recruitment and selection and bullying and harassment.

Measures of success	Update
Introduce BAME, Disability and LGBT Forums (sub groups of the Equality and Diversity Group)	The Trust held BAME, Disability and LGBT Forums in December 2016.
Organise engagement events with the Forums to bring together ideas about best practice in relation to the issues identified and to identify the actions that could make the most difference.	The forums were not well attended and the feedback we received was that staff members would worry about asking permission to attend a forum. The leads also concluded that the forums needed to set direction, so that staff members could determine how they could contribute.

Deliver a plan of action, based on this work.	The forums will be supported by the Head of Equality and Inclusion to provide the infrastructure and support required to deliver this work.
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- 2.4 Equality objective 4: All staff have undertaken Equality and Diversity training (including awareness of unconscious bias) by March 2017 including all Board members

Measures of success	Update
All Board members to have completed Board development on Equality and Diversity by September 2016	The Board are 100% are compliant with their on-line equality and diversity course.
All staff will have received learning in unconscious bias by the end of March 2017	The unconscious bias training has not been met and is currently in development to be made accessible on the Trusts on-line learning system MOLLIE.

3. 2017-2020 OBJECTIVES

- 3.1 A process for establishing objectives for 2017-20 need to be agreed. It is suggested that the EDS2 is used as the framework for identifying the objectives for a three year period, to be reviewed annually. (This will be covered elsewhere on this agenda). EDS2 recommends that Trusts commit to four or five Objectives, related both to strategic priorities and EDS2 Goals, and that we use operational achievements and outcomes as measures of success, rather than objectives in their own right.
- 3.2 It is likely, therefore, that there will be Objectives focusing on:
- Better Health Outcomes, reducing health inequalities between different socio-demographic groups
 - Improved patient experience and access, which are measurable against recognised standards, such as the Accessible Information Standard.
 - Representative and Supported Workforce, which will require an understanding of the current differentials and the direction of travel required. For example, the work currently being done to assess the Gender Pay Gap would be a key informant of this objective.

- Inclusive leadership, which could include cultural competency, the promotion of equality and inclusion, and diversifying representation/increasing the visibility of less represented groups in leadership and decision making.
- A fifth Objective would, therefore, be about improving the Trust's management information and metrics around equality, diversity and inclusion.