

UPDATE ON EQUALITY & INCLUSION STRATEGY 2010 -2013

1. INTRODUCTION

- 1.1. The Trust's Equality & Inclusion Strategy 2010 – 2013 was approved by SMG and the Trust Board in May 2010, following extensive consultation with a wide range of stakeholders.
- 1.2. This report provides SMG with an update on progress against the first year of the Strategy as well as a summary of the key changes required to bring the strategy in line with the requirements of the Equality Act 2010.

2. PROGRESS IN 2010-11

- 2.1 The majority of actions scheduled to take place in 2010-11 have either taken place or are on track to do so.

2.2. Key actions undertaken include:

- the setting up of a senior-management level Equality & Inclusion Steering Group, comprising representation at Board/SMG and Assistant Director level as well as from staff side and the Patients' Forum/LINKs; the Steering Group meets every two months to oversee the progress on equality and inclusion within the Trust;
- the establishment of new Staff Diversity Forums, representing disabled staff/carers, staff who are deaf or deafened and lesbian, gay and bisexual staff; a Joint Staff Forum Day is planned for December 1 2011 to raise awareness of the forums and to attract new members to these and possibly further ones, such as a BME Forum;
- the production of a new Equalities in Procurement Strategy, incorporating supplier diversity, seen as best practice by Stonewall;
- the design and implementation of an equality analysis proforma and guidance, now updated in line with the Equality Act 2010, and incorporating a "critical friend" approach; briefings on the use of the Equality Analysis procedure are provided, on request, in advance of the equality analysis, by the Equality & Inclusion Team;
- new user-led Equality & Inclusion training designed and delivered for staff involved in the 2012 Games;
- new Equalities session in Corporate Induction, designed in keeping with the Equality Act 2010;
- new Positive Action Strategy produced and approved by the Equality & Inclusion Steering Group; equality analysis being undertaken in October 2011 by project team including staff side partner and Staff Diversity Forum Chairs.

3. KEY ACTIONS FOR 2011-12

3.1. STAFF DATA REFRESH

- 3.1.1. The Staff Data Refresh, scheduled in the Equality & Inclusion Strategy Action Plan, will be carried out in November 2011, following the expected

issuing of new Department of Health guidance on monitoring.

- 3.1.2. The Staff Data Refresh will be across all nine protected characteristic Groups (which have replaced the previous six equality strands), in line with the Equality Act 2010 Public Sector Duty, requiring public bodies to publish relevant equalities data, (to include data on staff, where a public body has 150 or more employees) by January 31 2012.
- 3.1.3. The Data Refresh will be through email to all staff, data entry to be coordinated centrally; responses not received to be chased up by relevant managers.
- 3.1.4. The Data Refresh will form part of the 2010-11 Annual Equality Report.
- 3.1.5. Following publication of the 2010-11 Annual Equality Report in January 2012, staff, service users and other stakeholders will be asked for feedback on proposed equality objectives by the Trust, in line with the Equality Act 2010.

3.2. UPDATES TO THE EQUALITY & INCLUSION STRATEGY

- 3.2.1. The Trust's Equality & Inclusion Strategy has been updated in line with the requirements of the Equality Act 2010, and the Public Sector Duty, the specific regulations of which were approved by Parliament on September 10 2011.
- 3.2.2. The key changes to the strategy, which have been approved by the Director of Human Resources & Organisation Development and Assistant Director, Equality & Organisation Development, are:
 - A new appendix on the Equality Act 2010 and NHS Equality Delivery System, replacing the appendix on previous equalities legislation;
 - Updated glossary of terms
 - New equality analysis proforma and guidance replacing equality impact assessment procedure
 - updated title on Appendix 5 – now “Equality Analysis” Schedule
 - updated list of reference documents
- 3.2.3. Key changes within the Strategy document itself included updating of language and references, in alignment with the Equality Act 2010 (e.g..replacement of references to “the six equality strands” by “the protected characteristic groups”).

3.3. NEW NHS EQUALITY DELIVERY SYSTEM

- 3.3.1. The new NHS Equality Delivery System was produced by the NHS Equality and Diversity Council with the aim of improving the equality performance of the NHS and embedding equality within mainstream business planning processes.
- 3.3.2. The Equality Delivery System is based on good practice, including the Equality Performance Improvement Toolkit used in the North West of

England, and similar to the Equality Standard for Local Government, previously in use by local authorities.

3.3.3. According to this framework, NHS organizations are expected to grade their performance against 18 outcomes, grouped into 4 objectives:

- Better health outcomes for all;
- Improved patient access and experience;
- Empowered, engaged and included staff;
- Inclusive leadership

Gradings for each outcome are then agreed between the NHS Trust and its relevant local interest groups, e.g. LINKs.

3.3.4. A report with recommendations on how the NHS Equality Delivery System can best be implemented within the Trust will go to SMG, following the national launch of the Equality Delivery System in November 2011.

3.4. NEW EQUALITY & INCLUSION TRAINING

3.4.1. EQUALITY INDUCTION TRAINING

3.4.1. New Equality Induction Training, in line with the Equality Act 2010, was commissioned and is delivered to staff joining the Trust, as of July 2011.

3.4.2. EQUALITY ACT 2010 TRAINING

3.4.2.1. New targeted Equality Act 2010 training, with an added focus on Disability equality, has been commissioned from the Employers Forum on Disability, of which the Trust is a member organization.

3.4.2.2. The new training is being rolled out across the Trust, to dedicated staff groups, commencing with the training of HR Managers on October 12 then HR Assistants on October 18.

3.4.2.3. A targeted session will be delivered to the Trust Board, as well as to the Senior Managers' Conference, Managers' and Admin Conferences and a number of stand-alone training for managers and staff delivered within the next two years.

3.4.2.4. Accompanying the training will be the online licensing of the Employers Forum Guides on managing disabled staff, promoting best practice.

3.4.3. EQUALITY AND INCLUSION E-LEARNING MODULE

3.4.3.1. The current content of the equality and inclusion e-learning module will be updated shortly in line with the Equality Act 2010.

4. MONITORING AND REVIEW

4.1. The Trust's Equality & Inclusion Steering Group will continue to oversee the annual monitoring of the strategy and action plan.

4.2. Equality analyses continue to be monitored through the Governance Team.

- 4.3. The formal review of the strategy, including progress against the action plan, will take place by April 2013 and be reported to SMG and the Trust Board, along with the next three-year strategy, where appropriate.

5. EQUALITIES IMPLICATIONS

- 5.1. An Equality Analysis screening was carried out on the new Equality & Inclusion Strategy and Action Plan by a diverse project team including critical friends. No current or potential adverse impact was identified and the potential of the strategy to benefit protected characteristic groups as well as for promoting good relations between different groups of people was noted.

6. CONCLUSION

- 6.1 The Trust's three-year strategy and action plan provides the Trust with the ability to progress equality & inclusion work in a systematic and embedded way across all its service areas and functions.
- 6.2. Through this integrative approach the Trust is better positioned to address health inequalities arising from multiple discrimination, as well as addressing specific issues relating to each of the protected characteristic groups, in its employment & training, delivery of healthcare services, engagement and decision making.
- 6.3. Progress so far in this first year of implementation of the strategy action plan has been good, with the majority of actions carried out or on track.
- 6.4. The new Equality Delivery System for the NHS will require the embedding of key actions to meet the requirements of the new standard within the Trust's Business Planning process.

7. RECOMMENDATIONS .

- 7.1. To ensure that the Equality & Inclusion Strategy continues to be implemented effectively, it is recommended that Directors and Heads of Service:
- continue to resource their respective actions in the Equality & Inclusion Strategy Action Plan;
 - support staff participation in the new Staff Diversity Forums, including time off to attend meetings and events on behalf of the Trust, as appropriate (as previously agreed in the Annual Equality Report 2009-10);
 - review their actions in the action plan for the remaining years 2011-12 and 2012-13 and consider any additional actions wanted;
 - support the roll-out of the Staff Data Refresh, in line with the requirements of the Public Sector Duty of the Equality Act 2010;
 - support the attendance by their managers and staff of the new Equality Act 2010 training, being rolled out across the Trust from October 2011;
 - agree to receive a future report on implementation of the new NHS Equality Delivery System for the NHS, due to be launched formally in November 2011.