

Equality & Diversity Committee

Trust Board	Item: 16
Date: 5th December 2018	Enclosure: L
Purpose of the Report:	
To provide the Board with a report on the progress that has been made in relation to equality and diversity in the Trust and provide a short summary of the actions planned.	
For: Information <input checked="" type="checkbox"/> Assurance <input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision/approval <input type="checkbox"/>	
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Risk Implications – Link to Assurance Framework or Corporate Risk Register:	None
Legal / Regulatory / Reputation Implications:	None
Link to Relevant CQC Domain: Safe <input type="checkbox"/> Effective <input type="checkbox"/> Caring <input type="checkbox"/> Responsive <input type="checkbox"/> Well Led <input checked="" type="checkbox"/>	
Link to Relevant Corporate Objective:	Strategic objective 1 – to ensure that care is rated as outstanding, as defined by CQC. Across all coreservices by 2021/22 Strategic objective 2 – to have a committed, skilled and highly engaged workforce who feel valued, supported and developed and who work together to care for our patients
Document Previously Considered By:	n/a
Recommendations:	
The Board is invited to note and comment on the contents of the report.	

1. Background

This report has been written to provide a brief report to the Board on the progress the Trust has made in relation to equality, diversity and inclusion for patients and also for our staff. Next year we will publish the more detailed annual report which forms part of the legal requirement under the Specific Duty in the Public Sector Equality Duty (PSED), part of the Equality Act 2010.

2. Progress to date

2.1 Strategy and Structure – A number of actions have been undertaken over the past 12 months to ensure that the Trust has the appropriate infrastructure with which to drive forward the equality and diversity agenda.

The committee terms of reference were reviewed just under a year ago and the membership was refreshed to reflect those changes. There has been a positive attendance to meetings and engaged participation around a number of different agenda items. It has recently been agreed that the committee will now report directly to the Trust Board for a period of 2 years and this was ratified at the meeting of the Board in October. The Terms of Reference will be updated accordingly and reflect the increased focus on clinical services.

There is now also a dedicated equalities lead in the Trust who sits within the human resources department and supports a number of the actions that are taking place. An equality impact assessment (EQIA) policy was recently ratified and the lead now provides training for this aspect as well as ensuring that the EQIAs are reviewed by the committee. A cultural competency toolkit is also now available for staff to reference.

An equality strategy is being drafted and will be ready, with KPIs, for the publication of the annual report along with refreshed internet and intranet pages around the Trusts approach to equality and diversity.

2.2 Disability – The Trust has committed to the Disability Confident programme (which replaced the previous two ticks symbol) and there is an action plan in progress to move the Trust to level 2 of this standard. There have been a couple of attempts to establish a staff disability forum but there does not appear to be an interest amongst staff. Following the identification of local staff needs, this has broadened to include staff who are carers which it is hoped will engage staff in this area.

2.3 Gender – The first gender report has been published by the Trust and the committee is now monitoring the actions that were recommended and accepted, such as training in unconscious bias and the promotion of flexible working and leadership programmes.

2.4 LGBT – Stonewall have a recognised and established programme around the promotion of LGBT within the workplace, and a business case is in progress to request the necessary funds to join this.

2.4 Race and Minority Ethnic Group for All (MEGA) – The WRES report for the Trust was submitted and showed an improved picture against the previous years report. There is now detailed analysis being undertaken that will be shared with the committee to further inform specific actions that may need to be undertaken. The staff group MEGA now has a new chair with dedicated time allocated to his role and this group will help to identify, drive and support further actions. A board seminar was held on the 7th November where members of the Equality committee updated the Board on actions including updates from the staff group leads of MEGA and BREXIT.

Board members are invited to comment on and note the report.