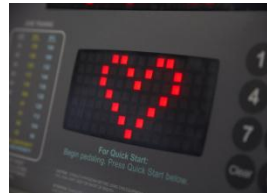


Equality Objectives Review

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Why do we need Equality Objectives?

- The Equality Act 2010 requires that we undertake outcome focused activity in addressing equality and diversity issues as a service provider and employer, across nine protected characteristics.
- The Act contains a general duty which requires us to have due regard to the need to:
 - ❖ eliminate unlawful discrimination, harassment and victimisation
 - ❖ advance equality of opportunity
 - ❖ foster good relations between people who share a protected characteristic and those who do not share it.

Why do we need Equality Objectives?

The Act also contains specific duties which are to:

- Prepare and publish equality objectives by 6 April 2012, and at least every four years after that
- Ensure that the objectives are specific and measurable, and set out how progress towards the objectives will be measured
- Publish details of engagement in developing the equality objectives also at least every four years, and in line with publication of objectives
- Consider its published equality information before preparing and publishing these objectives
- Publish the objectives in a reasonably accessible format either as an individual document or as part of another report.

Review of Equality Objectives 2012-16

No	Objectives	Progress	RAG Cont?
1.	Use EDS effectively to identify key priorities for improvement	The Equality Objectives we set in 2012, where in consultation with the Bradford and Airedale Equality Group who recognised the importance of using the EDS to decide on our Equality Objectives. The EDS continues to be central to our Equality Objectives.	86%
2.	Improve EDS process, year on year	In consultation with local communities through the Equality Panel process and the Bradford and Airedale Equality Group, it was agreed that we should focus on only 10 of the 18 outcomes contained in EDS2.	92.5%
3.	Ensure that services better meet the needs of trans people	We devised a Trans Equality Policy for patients and staff in March 2013. The policy was tested during a CQC inspection in 2014 and was found to be used effectively by staff in wards and departments. Our policy is used as best practice during other CQC inspections. Our policy was also commended during the Bradford and Airedale Equality Panel process in December 2014	82.8%

Review of Equality Objectives 2012-16

No	Objectives	Progress	RAG Cont?
4.	Make information more accessible	We have not made as much progress on this Objective as we would have liked, a position shared by the vast majority of NHS partners. As a result NHS England have introduced an Accessible Information Standard and Trusts have until July 2016 to comply with the requirements. The Chief Nurses' Office is leading on this Standard.	96.8%
5.	Improve the access and experience of BME patients and service users	Some work has been undertaken to improve access to our services for Gypsy and Traveller communities. There are pockets of activity across the Trust on improving access but further work is required.	87.1%
6.	Reduce inequality experienced by BME staff and job applicants.	Section 2. of this report outlines the progress we have made on this item in relation to appointment, overall numbers, turnover etc. The experience of BME staff will be reported more fully in the next six monthly update.	90.3%

Review of Equality Objectives 2012-16

No	Objectives	Progress	RAG / Cont?
7.	Increase the diversity of trust boards / boards of governors & their understanding of equality issues.	We have made significant progress over the past 18 month in relation to Board representation, 29% of the Board are from BME backgrounds. Briefings have been provided to the Board and Governors on equality issues.	84.9%