

Meeting Title	Board of Directors		
Date	10 January 2019	Agenda item	Bo.1.19.24

Equality Update: November 2018

Presented by	Pat Campbell, Director of Human Resources		
Author	Lorraine Cameron, Head of Equality and Diversity		
Lead Director	Pat Campbell, Director of Human Resources		
Purpose of the paper	To update the Board of Directors on our equality agenda, particularly in relation to experience of disabled staff and those with long term conditions, LGBT staff, BAME staff equality targets and proposals for an equality action plan. Focused statement as to the purpose of the paper		
Key control	This paper is a key control for the strategic objective to be in the top 20% of NHS Employers.		
Action required	To note		
Previously discussed at/ informed by	N/A		
Previously approved at:	Committee/Group	Date	
	Workforce Committee	28.11.2018	
Key Options, Issues and Risks			
<p>The Equality Act 2010 requires us to take action to address inequality experienced by different groups. Our 2017 staff survey identified that disabled staff and those with long term health conditions, along with LGBT staff reported worse experience of working in the Trust. The July Equality Update report recommended that we undertake electronic surveys to determine what, if any action we should take to address the disparity reported. The outcome of the surveys and the proposed action is presented in this report.</p> <p>In 2015 the Board of Directors agreed a set of targets for the Trust to reflect the ethnic diversity of the local population by 2025 and receive a six monthly progress against the equality targets. This report provides the April to September 2018 progress report.</p> <p>The Director of HR met with the BAME Network who suggested that the Trust consider devising an equality plan that would be shared among the workforce to explain and enforce the Trusts' approach to equality and diversity. This report summarises what is proposed for the equality plan.</p>			
Analysis			
<p>The two online surveys were conducted in August and September 2018. The survey for staff with long term health conditions or disability pointed to a number of actions that the Trust should take to improve their experience of working for the Trust. However, due to the low numbers of LGBT respondents and the fact that responses did not reflect the concerns raised via the national survey, there are no specific actions to take forward.</p> <p>The performance of the Trust against the Equality Targets, continues to be positive, with the exception of progress around Band 8+9 recruitment, which we are addressing through our initiative to have Band 8+9 BAME staff on interview panels.</p> <p>In developing an equality plan, we will demonstrate to our staff, patients, the public and our partners our commitment to the equality and diversity agenda and the actions we are taking to address inequality we have found.</p>			
Recommendation			
Action being taken forward		Who	When
Devise action plan by the end of December 2018. Report back on progress against the action plan in the next Equality Update Report		Lorraine Cameron	May 2019
Report back on Band 8+9 recruitment progress in the next Equality Update Report.		Lorraine Cameron	May 2019
Draft equality plan and agree with staff network. Launch plan.		Pat Campbell and Lorraine Cameron	January 2019

Meeting Title	Board of Directors		
Date	10 January 2019	Agenda item	Bo.1.19.24

Risk assessment						
Strategic Objective	Appetite (G)					
	Avoid	Minimal	Cautious	Open	Seek	Mature
To provide outstanding care for patients			g			
To deliver our financial plan and key performance targets			g			
To be in the top 20% of NHS employers			g			
To be a continually learning organisation				g		
To collaborate effectively with local and regional partners					g	
The level of risk against each objective should be indicated. Where more than one option is available the level of risk of each option against each element should be indicated by numbering each option and showing numbers in the boxes.	Low		Moderate	High	Significant	
	Risk (*)					
Explanation of variance from Board of Directors Agreed General risk appetite (G)	No variance					

Risk Implications (see section 4 for details)	Yes	No
Corporate Risk register and/or Board Assurance Framework Amendments	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Quality implications	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Resource implications	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Legal/regulatory implications	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Diversity and Inclusion implications	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Regulation, Legislation and Compliance relevance NHS Improvement: (please select those that are relevant) <input type="checkbox"/> Risk Assessment Framework <input type="checkbox"/> Quality Governance Framework <input type="checkbox"/> Code of Governance <input type="checkbox"/> Annual Reporting Manual Care Quality Commission Domain: Well Led Care Quality Commission Fundamental Standard: Other (please state):

Relevance to other Board of Director's Committee: (please select all that apply)					
Workforce	Quality	Finance & Performance	Partnerships	Major Projects	Other (please state)
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Meeting Title	Board of Directors		
Date	10 January 2019	Agenda item	Bo.1.19.24

1 PURPOSE/ AIM

This paper updates the Board of Directors on the findings of the online surveys and proposed action to address the poorer experience of staff with long term health conditions or disability and LGBT staff. It also provides an update on the progress made against our equality targets and updates on the action we have taken to close the gap in the numbers of white and BAME staff at senior levels within the Trust. It also informs the Board of Directors of the proposal to produce an equality plan that informs all staff, patients, visitors and our partners of the actions we are taking to tackle inequality.

2 BACKGROUND/CONTEXT

The Equality Update, July 2018 included a section on the worse experience of staff with long term health conditions or disability and LGBT staff. It was reported that following workshops with staff with long term health condition or disability and LGBT staff, we would be carrying out an online survey with these groups. Below is a summary of the findings of the surveys along with a summary of the proposed actions to address issues raised.

a. Staff with long term health conditions or disability survey

131 staff with long term health condition responded to the survey and shared their experience of working in the Trust. A great deal of quantitative and qualitative data was collected.

In summary, comparing responses to this survey and the Trust average response to the key lines of enquiry from the 2017 survey highlighted that:

- 24% reported that they had experienced discrimination in the last 12 months compared to 13% of staff in the Trust overall
- 59% of respondents believe that the Trust provides equal opportunities for career progression or promotion compared to 85% of all staff
- 74% reported experiencing work related stress compared to 34% for all staff
- 70% felt pressure to attend work during the last 12 months compared to 34% for all staff.
- Less confidence that managers take a positive interest in their health and well-being.
- 44% were satisfied with opportunities for flexible working patterns compared to 50% for the Trust as a whole.
- For those who had requested flexible working, 46% who requested flexible working had it refused of whom 90% believed the decision was unfair.
- 60 staff responded to the question about why they would not recommend the Trust as a place to work or receive treatment.
- A number of staff shared their experience of not being supported by their line manager.
- Respondents to our survey were less likely to experience harassment, bullying or abuse from the public and staff (24%) compared to 28% for all staff, although a number highlighted concerns.

Meeting Title	Board of Directors		
Date	10 January 2019	Agenda item	Bo.1.19.24

b. Lesbian, Gay, Bisexual and Trans (LGBT) Staff survey

32 LGBT staff shared their experience of working in the Trust. The responses we received did not reflect concerns raised through the national survey. The LGBT staff network discussed the findings and decided that there were few specific concerns raised from the survey and no specific action is required. Further, due to the low number of responses, we were unable to garner enough responses to analyse.

c. BAME Equality Targets, April to September 2018

In 2015 the Board of Directors agreed a set of targets for the Trust to reflect the ethnic diversity of the local population by 2025. Updates on progress are provided to the Board on a six monthly basis.

The April to September 2018 data is positive in relation to the overall numbers of BAME staff, promotion and leavers. In the past 6 months there has been an increase of 2.1% in the number of BAME staff at Band 8+. Based on the trajectory, we will fail this target by around 10%. However, the gap has reduced from the projected 13% shortfall reported in the last report.

In summary the data shows:

- 30.3% of the workforce are BAME. This is positive. If this continues we will exceed our target by around 5%
- 21.5% of all leavers were BAME. This is positive and demonstrates that BAME staff are less likely than white staff to leave.
- 14.73% of Band 8+9 posts are occupied by BAME staff. This is an increase of 2.1% in the last six months. However, based on current progress, we will fall short of our target by about 10%
- 43.7% of all staff who were promoted are BAME. This is positive and demonstrates that there is a pipeline of BAME staff moving through the bands. BAME staff are more likely to be promoted to lower level posts but demonstrates that there is a pipeline of staff progressing within the Trust:

	Bands 1-5		Band 6-7		Band 8+	
	Sept 18	Mar 18	Sept 18	Mar 18	Sept 18	Mar 18
White	44%	58%	68%	80%	83%	75%
BAME	56%	42%	32%	20%	17%	25%

See Appendix 1 for a summary of our performance.

At the September Workforce Committee, it was agreed that the Trust would invite BAME staff at Bands 8+9 to sit on interview panels for all posts at those levels. The Director of HR wrote to all 42 eligible BAME staff. To date 18 staff have expressed a willingness to be involved in this initiative. All volunteers will have attended workshops by early December. All recruitment process at Band 8+9 will now involve BAME staff.

d. Equality Plan

Members of the BAME staff network highlighted that the work that the Trust is undertaking on equality is not widely understood across the Trust. It was therefore suggested that an equality plan be devised that can be shared with all staff, patients, visitors and our partners.

Meeting Title	Board of Directors		
Date	10 January 2019	Agenda item	Bo.1.19.24

This plan will be produced in consultation with the staff networks and will be finalised by January 2019.

3 PROPOSAL

Staff with long term health conditions or disability survey

A significant number of respondents perceived that the Trusts' managing attendance policy was often being used inappropriately and there was a failure on the part of managers to make reasonable adjustments. We have already strengthened the policy, with a greater focus on disability equality and reasonable adjustments. However, as a result of the survey, we are proposing the following actions:

- Review management attendance training for understanding of disability and need for reasonable adjustments.
- Ensure reasonable adjustments are being made for staff and provide staff with long term health condition or disability with support to pursue reasonable adjustment when this is not taking place
- Consider developing a disability leave policy
- Training for staff regarding attitudes towards colleagues (as part of work on addressing workplace incivility)
- Provide training to staff advocates on disability equality and understanding of need for reasonable adjustments
- Encourage staff with long term health conditions or disability to seek support from staff advocates for concerns raised in these responses

Equality Plan

Devise an equality plan that will provide an easy read narrative on our equality work which will include:

- Our equality statements for staff, patients and the public which outline individual rights and responsibilities in line with the NHS Constitution
- Our eight equality objectives
- Our equality targets to have workforce reflective of the local population by 2025
- Our commitment to address inequality highlighted through staff surveys
- Our commitment to working in partnership with the three staff networks.

4 RISK ASSESSMENT

The proposals contained in this paper will ensure we are taking action to meet our obligations under the Equality Act which includes a general duty to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not share it.

5 RECOMMENDATIONS

The Board of Directors are asked to note the content of this report and proposed actions outlined in the above proposals.

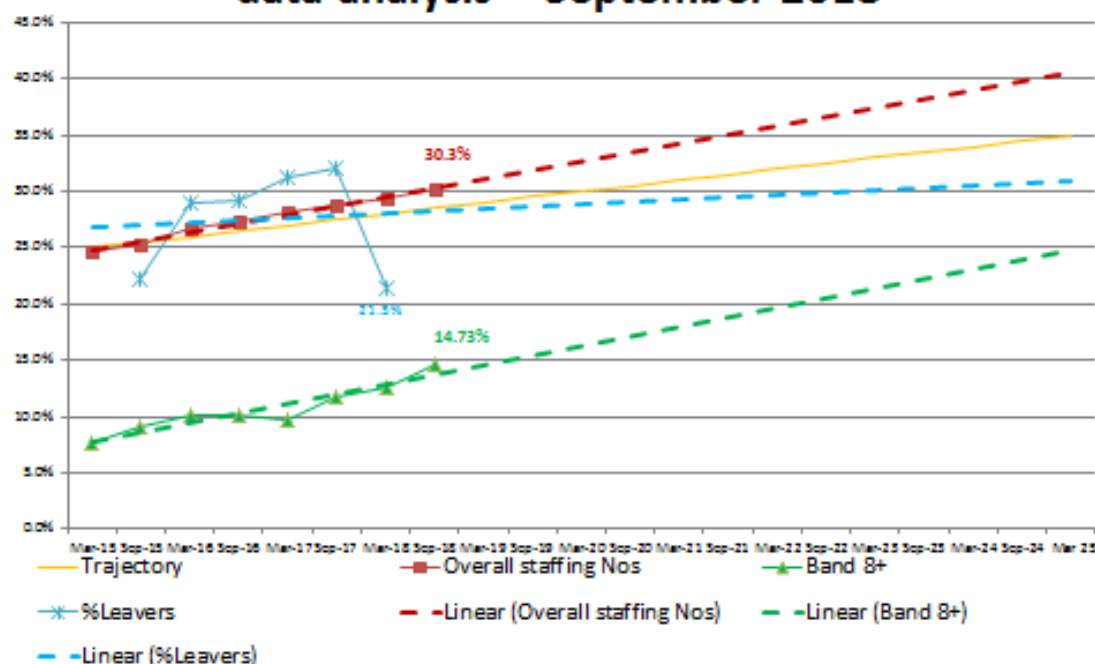
Meeting Title	Board of Directors		
Date	10 January 2019	Agenda item	Bo.1.19.24

6	Appendices
----------	-------------------

Meeting Title	Board of Directors		
Date	10 January 2019	Agenda item	Bo.1.19.24

Appendix 1

BAME Recruitment & Retention data analysis – September 2018



Promotions (April to September 2018)

