

Meeting Title	Board of Directors		
Date	7 March 2019	Agenda item	Bo.3.19.40

EQUALITY PLAN 2019-2020

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 note the Equality Plan 2019-20		
Key control	N/A		
Action required	To note		
Previously discussed at/ informed by	Diversity Workstream Trust Operational Group		
Previously approved at:	EMT Workforce Committee	22.01.19 30.01.19	
Key Options, Issues and Risks			
This Equality Plan has been produced to ensure our staff, patients and partners are aware of our commitment to equality and the actions we are taking to improve our performance.			
Analysis			
<p>The CQC provider information return asks us to provide an equality strategy. Whilst our eight equality objectives make up our strategy, we think it would be useful to show our plan and the actions we are taking on this agenda.</p> <p>The BAME staff network has also told us that they believe there is a lack of understanding of our actions on equality across the Trust.</p>			
Recommendation			
It is recommended that the Board of Directors notes the content of this report which has been agreed by the Workforce Committee.			

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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	
Explanation of variance from Board of Directors Agreed General risk appetite (G)	Risk (*)					
	This Plan outlines our approach to equality which aims to increase our ability to provide outstanding care for patients. It contributes towards making improvements against the WRES and the forthcoming WDES to ensure we are ahead of other organisations in these national indicators.					

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 type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/> Annual Reporting Manual
Care Quality Commission Domain: Well Led
Care Quality Commission Fundamental Standard: Good Governance
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"/>

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1 PURPOSE/ AIM

This Equality Plan has been produced to ensure our staff, patients and partners are aware of our commitment to equality and the actions and the actions we are taking to address equality, diversity, human rights and inclusion issues and improve overall performance.

The Board of Directors is asked to approve the Plan for wider dissemination.

2 BACKGROUND/CONTEXT

The CQC provider information return asks us to provide an equality strategy. Whilst our eight equality objectives make up our strategy, we think it would be useful to show our plan and the actions we are taking on this agenda.

The BAME staff network has also told us that they believe there is a lack of understanding of our actions on equality across the Trust.

The Trust has gained recognition for its work on equality issues winning awards for Bradford Project SEARCH and our Black, Asian and Minority Ethnic (BAME) employment targets. We are confident that we are making good progress on equality, diversity and inclusions issues but we know we still have a way to go to remove barriers to our services and in our employment practices.

3 PROPOSAL

This plan will be disseminated throughout the Trust, placed on our website and shared with our equality partners.

It will be reviewed in 2020 once we have consulted and agreed a set of updated equality objectives in compliance with the Equality Act 2010.

4 RISK ASSESSMENT

This plan brings together and summarises our approach to equality and diversity. It is a positive impact on protected characteristics. There is no negative impact.

5 RECOMMENDATIONS

It is recommended that this Equality Plan be approved and disseminated across the Trust, on our website and among partners so there is clear understanding of the approach we are taking to equality, diversity and inclusion.

6 Appendices

The equality Plan is shown in the Appendix

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Appendix

Equality Plan 2019-20

We are committed to ensuring that in everything we do, in everything we say and all the actions we take as an employer, a provider of services to our local community and a key partner, that we 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.

This equality plan aligns with Long Term Plan and the NHS Constitution which sets out **rights** to which patients, public and staff are entitled, and **pledges** which the NHS is committed to achieve, together with **responsibilities** which the public, patients and staff owe to one another to ensure that the NHS operates fairly and effectively.

Equality Statements

We have two statements which demonstrate our commitment to ensuring that patients receive the care they need and our staff are treated fairly in employment. In both instances we ensure that they are not unlawfully discriminated against on the grounds of gender, race, religion or belief, sexual orientation, disability (including learning disability or mental illness), age, marriage or civil partnership or pregnancy or maternity.

Patients

- You have the right to access NHS treatment, receive quality care, be supported to make informed choices, be involved in discussions and decisions about your treatment and care and be treated with dignity and respect.
- You have a responsibility to ensure that you treat NHS staff and other patients with dignity and respect.

Staff

- You have the right to be treated fairly in recruitment and career progression. You can expect to work in an environment where diversity is valued and equality of opportunity is promoted. You will not be discriminated against.
- You have a responsibility to ensure that you treat our patients and your colleagues with dignity and respect.

EDS2

The Equality Delivery System (EDS2) is a tool designed to help us, in partnership with local stakeholders, to review and improve our performance for people with characteristics protected by the Equality Act 2010.

Equality Panels

We are committed to working with partners to improve patient and staff experience. We work together with Bradford District Care NHS Foundation Trust, Airedale NHS Foundation Trust and the CCGs across Bradford, Airedale, Wharfedale and Craven to consult with the local community on the progress we are making against our equality objectives. We do this through equality panels where we seek views on our progress and our performance against EDS2.

Staff Networks

We recognise the importance of working directly with particular groups of staff. These networks help us assess our performance against EDS2. We hold bimonthly meetings of

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the Diversity Workstream which is chaired by the Director of HR and includes representatives from the three staff networks:

- BAME
- Enable – the network for staff with long term health conditions or disability
- Lesbian, Gay, Bisexual and Trans

The Diversity Workstream feeds in to the Education and Workforce Committee

Equality Objectives

We have designed our equality objectives to align with requirements of the Equality Delivery System (EDS2) (see partnership working below). We have seven equality objectives that we share with our Bradford, Airedale, Craven and Wharfedale Partners and one Trust specific objective. These are:

- Carry out a Gender Pay Gap Audit and develop an action plan to address the findings of the audit.
- Implement the Accessible Information Standard (AIS)
- Improve Black, Asian and Minority Ethnic (BAME) service users access and experience of services
- Increase awareness of mental health issues and to improve access and experience of mental health service users across the health economy
- Prepare for the implementation of the Workforce Disability Equality Standard by preparing data and developing and delivering plans to tackle the issues identified
- Implement the Workforce Race Equality Standard
- Implement the recommendations in the Unhealthy Attitudes Stonewall Study and Equity partnership Lesbian, Gay, Bisexual and Trans (LGBT) Local Health Needs Assessment
- **Trust Objective:** Seek to employ at least a third of Project SEARCH Interns who have graduated from the programme.

A workforce reflective of the diversity of our local population

BAME Equality Targets

The Board decided in 2015 to set a target to have a workforce reflective of the ethnic diversity of the local population at all levels, by 2025. The target is 35% BAME staff across all levels. The reason we have done this is because research suggests that having a diverse workforce improves patient experience¹. The Board receive six monthly updates on our progress against our BAME Equality targets which comprise of:

- Overall % of staff
- Overall Band 8+ Senior Managers
- % recruited
- % recruited at Band 8+
- % promoted
- % all staff leavers
- Staff experience

We have recently changed our recruitment practice to ensure a senior BAME member of staff is involved in the recruitment process for all Band 8+9 appointments to accelerate the progress against this target.

Equality Standards

¹ NHS Staff Management and Health Service Quality Michael West and Jeremy Dawson

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Workforce Race Equality Standard (WRES)

Since 2015, we, along with all other Trusts in England have to report annually to NHS England on nine race equality metrics as part of our Standard Contract. Each year, we produce an action plan to address inequality that is found through the WRES

Workforce Disability Equality Standard (WDES)

From 2019, we are required to report on a number of disability equality metrics which are currently being finalised. We have been preparing for the WDES through surveys and analysis of the staff survey data and have produced an action plan to address concerns of staff with long term health conditions or disability.

Staff Surveys

We look closely at the national staff survey results by protected characteristic. Where particular issues are raised, we engage with those groups and carry out further analysis, seeking views on the action we need to take to address the concerns raised. Recent examples of action we have taken include the establishment of the role of staff advocates who are able to provide support and guidance to any member of staff who experiencing conflict in the workplace including harassment, bullying, discrimination, concern about recruitment practice, unhealthy work culture and barriers to promotion.

The NHS Staff Survey highlights to us that disabled staff have poorer experience in relation to equality and diversity, health and wellbeing, working patterns, job satisfaction and managers. We are determined to make improvements for this group of staff. We have already changed our managing attendance policy to ensure that the need to make reasonable adjustments is more prominent and clearly defined. We are also taking other action to improve experience including devising a disability leave policy.

Further Information

If you require this information in another format or are interested in getting involved in our diversity work, please contact Lorraine Cameron, Head of Equality and Diversity:

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