

# Equality Plan

## 2019-20



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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 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. We set these out in our equality statement.

## 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.

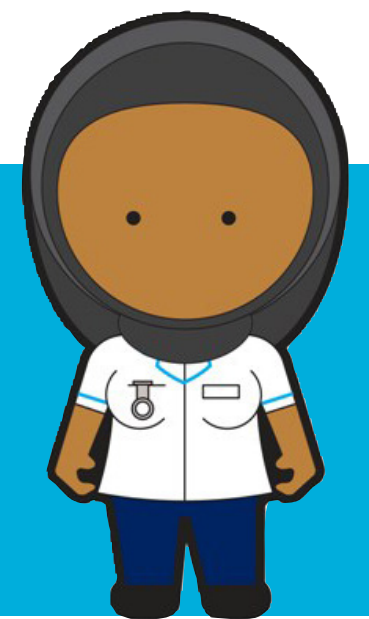
## Equality Objectives

We have a number of equality objectives that we share with our Bradford, Airedale, Craven and Wharfedale Partners. 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
- 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 experience. 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

### 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 will also be 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.

For staff with long term health conditions or disability, 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 considering other action we can take to improve experience including devising a disability leave policy.

## Partnership Working

### 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 the Equality Delivery System, which is an NHS tool to help us assess how well we meet the needs of our local community, the experience and opportunities available to protected groups in seeking employment or who work for us our responsibilities under the Equality Act 2010.



## Staff Networks

We recognise the importance of working directly with particular groups of staff. We do this through bimonthly meetings of 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.

<sup>1</sup>NHS Staff Management and Health Service Quality Michael West and Jeremy Dawson

