

## **Equality Objectives 2012/2013**

### **Progress Report – November 2013**

#### **Introduction**

As a public sector organisation the Trust is required by law to publish Equality Objectives every four years. However, an annual review of the Objectives is best-practice and supports the Trust Equality and Diversity Action Plan which is updated on a regular basis. The Action Plan provides detailed information on the actions and outcomes which support the delivery of the broader objectives.

This brief progress report provides an update on each of the 2012/13 Objectives. It also offers context for the Trust's refreshed Equality Objectives for 2013/14. Each objective is also linked to one or more of the goals of the Equality Delivery System (EDS)<sup>1</sup>. The 2013/14 Objectives were designed with consideration to the feedback from the local community at the EDS grading event in April 2013. The 2013/2014 Objectives are also linked to one or more goals of the refreshed Equality Delivery System – 'EDS2'.

#### **Objective 1**

The Trust does not collect data for all the nine protected characteristics in relation to the three elements outlined (access to services, patient experience and the workforce). On 6<sup>th</sup> September 2013 the Government published its review of the Public Sector Equality Duty (PSED)<sup>2</sup>. In response to concerns of bureaucracy highlighted in the review the Trust has taken the decision to not systematically record all 9 protected characteristics in each instance.

Disaggregated / broken down data by workforce and patient experience according to protected characteristics is important to understand equality outcomes; however, this should be balanced with consideration of time and resource constraints. Instead, the Trust is committed to using the data that is collected to best use to ensure equal opportunities and the best experience for everyone.

#### **Objective 2**

The Trust has developed relationships with many groups that support / represent various protected characteristics. The equality impact assessment process has been changed because concerns about bureaucracy highlighted by the PSED Review.

The new Equality Analysis Procedure adopts a 'common sense' risk stratification approach to ensure that the process makes a real difference to the outcome of the proposed project or service change. The Trust has engaged with a range of local interest groups. Consultation with these groups, where appropriate, is key to ensuring negative impacts are mitigated and positive impacts are realised.

#### **Objective 3**

A number of staff network groups have been established to develop the cultural competency of staff. Many of these groups are focused on specific protected characteristics (for example disability, race and sexual orientation).

The Trust is committed to the principles of the Personal Fair and Diverse (PFD) campaign led by NHS Employers<sup>3</sup>. A PFD staff network group has been established in order for staff to develop a broader and deeper understanding of equality and diversity issues as well as share experiences.

A staff survey was conducted that enabled staff to identify the behaviours that they deemed most appropriate for each of the Trust values. The Organisational Development team is currently developing a framework to embed the values and behaviours into core Human Resource (HR) and management processes (for example recruitment and appraisals).

#### **Objective 4**

The Trust does not use the Equality and Diversity Competency Framework<sup>4</sup> to demonstrate leadership in equality and diversity. Staff are supported and developed in their cultural competence through several staff network groups in addition to training and development opportunities.

The Trust values and behaviours are being promoted to create a framework for inclusive leadership. Board members and middle managers are regularly engaged with equality and diversity issues through a variety of communication channels (for example the Trust's Equality, Diversity and Human Rights Committee, the staff intranet and organisational development activities).

#### Notes

<sup>1</sup> The EDS was commissioned by the NHS Equality and Diversity Council in 2010 and launched in 2011. It is a toolkit that can help NHS organisations improve the services they provide for their local communities and provide better working environments, free of discrimination, for those who work in the NHS, while meeting the requirements of the Equality Act 2010. The EDS was developed by the NHS, for the NHS and should be used in engagement with staff, patients and the local community. Please refer to <http://www.england.nhs.uk/ourwork/gov/edc/eds/> for more information.

<sup>2</sup> The PSED Review was commissioned to establish whether the PSED is operating as intended in light of the Government's Equalities Red Tape Challenge. Please refer to <https://www.gov.uk/government/policy-advisory-groups/review-of-public-sector-equality-duty-steering-group> to view the report.

<sup>3</sup> NHS Employers is the voice of employers in the NHS supporting them to put patients first. Please refer to [www.nhsemployers.org/employmentpolicyandpractice/equalityAndDiversity/CreatingPFDNHS/](http://www.nhsemployers.org/employmentpolicyandpractice/equalityAndDiversity/CreatingPFDNHS/) for more information about the Personal Fair and Diverse champions campaign.

<sup>4</sup> The Equality and Diversity Competency Framework is an NHS resource to help equality and diversity professionals and Board members to identify the appropriate skills required for equality and diversity roles at different levels as well as a structure for career development.