

Dorset HealthCare

Equality and Diversity Report 2016

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Contents

	Page
1 Summary	3
• Intro	3
• National Drivers	3
• Interactive Profiler	3
• Workforce Data	4
• Patient, Service User Equality Data	4
• Tools to meet the Equality Duty	4
2 Refreshed Equality Delivery System	5
• Connected to Trust Goals	5
• Trust Objectives	5
• Workforce Race Equality Standard	5
• Key Findings	6
• Gender Equality and Pay Gap	6
3 Partnership Working	7
• Bournemouth University Partnership Working	7
• Access and Equalities Development Team	7
• Community Engagement	7
• Additional Supporting Activities	7
4 Achievements	8
• NHS Employers Partnership Programme	8
• Armed Forces Community Project	8
• Mindful Employer	8
• Hidden Talents Network	8
• JobCentre Plus	8
• Dorset LGBT Network	8

1 Summary Report

INTRODUCTION

This report is a reflection of the continued work the Trust has been engaged in across Dorset to meet the legislative requirements of Equality and Diversity, specifically the Public Sector Equality Duty (PSED) in compliance with the Equality Act's 2010 general equality duty and extra specific duties.

A full report that expands each area and contains specific data will be available in October 2016.

1.1 NATIONAL INITIATIVES & REGIONAL INITIATIVES

There are a number of key national and regional initiatives which are driving the Equality and Diversity agenda. Dorset HealthCare have been mindful to align its work and objectives with these as well as looking to develop specific objectives around service delivery for the future challenges to health services in Dorset.

These are:

National

- Is Britain Fairer Health and Social Inequalities
- Healing a Divided Britain
- Gender Equality Pay Gap

Regional

- Integrated Services Review
- HealthWatch Report
- Dorset HealthCare Staff Survey

1.2 INTERACTIVE PROFILER

The Trust also has the information provided by 'An interactive profiler for ethnic inequalities in Districts of England and Wales'. The profiler is a national profiling tool that compares Districts by their 2001 Census results and the 2011 Census results. The profiler is available on the Trust intranet and provides details ethnicity profiling by region. This information will be used in the development of service delivery.

By analysing the local population data of Dorset and making comparisons with the profile of service users across the Trust, the Trust is in a position to identify any gaps in service provision. This will inform the Trust about which communities are using our services and more importantly which communities are not using our services. This will also provide supporting evidence for equality impact analysis for any changes in service provision or the introduction of new service initiatives which reach into those communities with the aim of;

- Reducing Health Inequalities
- Improving Access to Services for all communities in Dorset
- Improving Health outcomes and reducing long term costs to the NHS

1.3 WORKFORCE DATA

The Trust recognises that it needs to continue to strengthen control measures to ensure that all the organisations obligations under equality, diversity and human rights legislation are complied with. The Trust has an improvement plan in place which it is implementing and monitoring. This is in conjunction with the Equality Delivery System 2 objectives and the Workplace Race Equality Standard (WRES) reporting. The WRES report was produced on 1 August 2016.

The data report covers a three year period from 1 April 2013 – 31 March 2016.

Headlines

- Dorset HealthCare Staff Workforce at a record high for the past 3 years 6797 (up 396)
 - Full time 2845 (up 125)
 - Part Time 3951 (up 270)
- The BME Profile of the Trust has crept over the 10% mark for the first time.
- The areas of Undefined or Not Stated continue to fall.
- Starters up by 11 to a 3 year record high of 1271
- The biggest growth Staff Group is Additional Clinical Services
- **Staff Leavers reduced by 420 staff from the 2014-15 figure**
- Biggest leaver percentage remains as Voluntary 476 (58.91%)

<http://www.dorsethealthcare.nhs.uk/trust/equality-and-diversity/workforce-data.htm>

1.4 TOOLS TO MEET THE EQUALITY DUTY

Listed below are a number of supporting reporting tools that have been provided by NHS England that support NHS organisations to report on progress on their Equality Objectives and Goals. While previously the Trust engaged in the Equality Delivery System (EDS) on a voluntary basis EDS 2 is now mandatory for all NHS organisations.

1.5 PATIENT, SERVICE USER EQUALITY DATA

While improvements in the data collection process and the use of data to support Staff recruitment and retention have shown real value to the Trust work on recording and using patient, service user data remains a key objective for Dorset HealthCare.

There are two main recoding processes System 1 which is primarily used for community health services and RIO which is mainly used for Mental Health Services.

A current scoping exercise that looked only at two 'Protected Characteristics', Ethnicity and Religion and Beliefs showed the following gaps in information in May 2016.

- **Physical Health**

Ethnicity – 96.22% NULL or Unknown

- **Mental Health**

Ethnicity – 38.14% Not Stated

- **Physical Health**

Religion or Beliefs – 97.71% Null or Unknown

- **Mental Health**

Religion or Beliefs – 70.77% Null or Unknown

For this data to be used to benefit the patient, service experience of Dorset HealthCare much work will be needed in order to focus service improvement.

The additional 'Protected Characteristics' and information by service will be analysed and shared with the Trust Board in 2017.

2. Equality Delivery System Refreshed (EDS2)

NHS England has developed a Framework called The Equality Delivery System (EDS2) to help local NHS organisations set priorities for making improvements in Equality and Diversity issues for Patients, the Public and Staff.

The Equality Delivery System (EDS) has been refreshed and EDS2 has been launched. There have been some changes in the objectives and after the past three years looking and reporting on the current objectives the Trust played a key role in Stakeholder Engagement and Staff Engagement process for all NHS organisations in Dorset.

<http://www.dorsethealthcare.nhs.uk/trust/equality-and-diversity/equality-delivery-system.htm>

2.1 CONNECTED TO TRUST GOALS

The Equality Objectives were agreed by the Trust Board following consultation and discussions to ensure the objectives were aligned to the Trust Goals, challenging and would bring a positive cultural shift for Staff, Patients and the Board.

By achieving the Equality Objectives the Trust will be in a position to demonstrate that it is achieving its Values, Vision and Strategic Goals from an equality and diversity perspective.

2.3 OUR EQUALITY OBJECTIVES ARE:

- **Objective 1** - Better Health Outcomes
 - Dorset HealthCare will aim to achieve improvements in patient health, public health and patient safety for all, based on comprehensive evidence of needs and results
- **Objective 2** - Improved patient access and experience
 - Dorset HealthCare will aim to improve accessibility and information, and deliver the right services that are targeted, useful, useable and used in order to improve patient experience.
- **Objective 3** - A representative and supportive workforce
 - Dorset HealthCare will aim to increase the diversity and quality of the working lives of the paid and non-paid workforce, supporting all staff to better respond to patients' and communities' needs.
- **Objective 4** - Inclusive leadership
 - Dorset HealthCare will aim to ensure that equality is everyone's business, and everyone is expected to take an active part, supported by the work of specialist equality leaders and champions

For further information on the EDS and the Grading process, visit this website and watch the animated video. <http://www.england.nhs.uk/ourwork/gov/equality-hub/eds/>

2.3 WORK FORCE RACE EQUALITY STANDARD

The Workforce Race Equality Standard is a set of metrics that require all NHS organisations with contracts over £200k, to demonstrate progress against a number of indicators of race equality, including a specific indicator to address the low levels of Board representation.

Following the first year the WRES Matrix has been adjusted so this year's data collection and report will be a more realistic benchmarking exercise.

National Findings can be found here.

<https://www.england.nhs.uk/about/gov/equality-hub/equality-standard/>

2.4 KEY FINDINGS

- Higher percentages of BME staff report the experience of harassment, bullying or abuse from staff, than White staff, regardless of trust type or geographical region. Community provider and ambulance trusts are more likely to report this pattern.
- BME staff are generally less likely than White staff to report the belief that the trust provides equal opportunities for career progression or promotion. This pattern is strikingly widespread regardless of type of trust or geographical location.
- BME staff are more likely to report they are experiencing discrimination at work from a manager, team leader or other colleague compared to White staff, regardless of trust type or geographical location.
- Community provider trusts and mental health and learning disability trusts generally report a higher percentage of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public when compared to White staff.
- Dorset HealthCare second report was published on 1 August 2016 and has currently been updated to include an Action Plan. This will be shared with the Equality and Diversity Steering Group and Trust Board for comment and information before being published.
- NHS Staff Survey responses from BME staff were, in a significant number of cases, too small to report. In some cases, given the demographics of the trust or the locality served, this was surprising. NHS trusts are strongly recommended to carry out the survey using full rather than small staff samples.
- Following learning from the WRES baseline returns and engagement with the NHS, key initiatives are underway to further support WRES implementation, including simplified and improved WRES data returns for 2016 and beyond.
- Sharing replicable good practice and processes will be an essential element to help facilitate system-wide improvements in workforce race equality.
- Organisations can draw on the support and guidance initiatives and materials developed by the national WRES Implementation Team to implement and use the WRES effectively.

View the Dorset HealthCare WRES Report 2015-16 here:

2.5 GENDER EQUALITY AND EQUAL PAY

With a specific National Focus on Gender Equality the Trust has already taken the steps to carry out an equal pay audit and is looking to address the representation of Women in leadership roles by focussing on what can be done to encourage and support Women's who want to move on to Leadership Roles.

- new steps include forcing larger employers to publish information about their bonuses for men and women and extending plan for gender pay gap reporting
- announcement is part of wider plan to help women and black and minority ethnic (BME) groups across Britain as part of this government's determination to extend opportunity to all
- The National Living Wage will help close the gender pay gap
- Companies with more than 250 employees will have to publish their pay gap
- New figures show FTSE 100 companies have met target for 25% of board members to be women.

A local initiative to support female workers fulfilling their full potential in response to the pay audit is proposed.

<https://www.gov.uk/government/news/prime-minister-my-one-nation-government-will-close-the-gender-pay-gap>

3. PARTNERSHIP WORKING

3.1 BOURNEMOUTH UNIVERSITY

The Trust has continued to work closely with Bournemouth University and this year launched a number of videos during World Mental Health Week, developed a programme during Carers Week, worked together to provide inspirational talks during Black History Month 2015 and co-hosted a regional workshop for NHS South of England and the Equality and Human Rights Commission on the Public Sector Equality Duty.

Dorset HealthCare and BU have also been invited to talk on a National Stage at an event in Nottingham in November 2016 to showcase our collaborative working.

3.2 ACCESS AND EQUALITIES DEVELOPMENT TEAM

Dementia, Learning Disabilities, Gypsy Roma and Traveller Event, BME Panel, Over 50's African and Caribbean Lunch Club and Armed Forces Community Projects remain a focus for the Team.

3.3 COMMUNITY ENGAGEMENT EVENTS

The Trust had been at the heart of the Dorset CCG Consultation Events held on CSR and The Mental Health Services Review across, Dorset.

We have participated, supported and led on local community initiatives like Holocaust Memorial Day in Dorchester and Bournemouth 2016, Bourne Free LGBT Festival 2016, Dorset One World Festival 2016, Black History Month 2015.

Plans are already in place for three major events in October 2016.

- Dorset Prejudice Free, Hate Crime Conference
<http://www.prejudice-free-dorset.co.uk/>
- Black History Month 2016
- Mental Health Awareness during October 2016

3.4 ADDITIONAL SUPPORTING ACTIVITIES

The Equality and Diversity Manager is supporting:

- Dorset County Hospital with Equality and Diversity.
- Dorset HealthCare Project Lead with the PAN Dorset Accessible Information Standard.,
- Equality Impact Analysis support has been provided for funding bids and service development.
- The Women's Leadership Programme Course with the Learning and Development Team.
- Dorset CCG with its Equality and Diversity Intranet pages
- Dorset HealthCare Equality and Diversity Intranet pages development
- Accessible Audit – Hearing Loops with the Estates Team
- Updating the Trust Interpreting and Translation process to improve accessibility and reliability.
- Prevent awareness training delivery, reporting and reporting with Safe Guarding

4. ACHIEVEMENTS

Dorset HealthCare has made a number of achievements this year which is in recognition of the work we do on Equality and Diversity.

4.1 NHS Employers Partnership Programme 2016-17

<http://www.nhsemployers.org/your-workforce/plan/building-a-diverse-workforce/networks/equality-and-diversity-partners>

4.2 Armed Forces Covenant and Lord Lieutenants Silver Award

4.3 Mindful Employer (Mental Health Kite Mark)

<http://www.mindfulemployer.net/charter/>

4.3 Hidden Talents Network (Staff Network)

<http://www.dorsetmentalhealthforum.org.uk/recovery.html#d>

4.4 JobCentre Plus Kite Mark (Disability Kite Mark)

<https://www.gov.uk/looking-for-work-if-disabled/looking-for-a-job>

4.5 Supporting the Launch of the Dorset LGBT Network

<http://www.lgbtconsortium.org.uk/directory/lgbt-dorset-equality-network>

4.6 Accessible Information Standard Pilot Site

'Everybody Counts so let's Count Everybody'

David Corbin
Equality and Diversity Manager/Prevent Lead
Dorset HealthCare

13 September 2016