

## Equality and Diversity Annual Report

### Part 1 Board Meeting July 2019

<b>Author</b>	Dave Corbin, Equality & Diversity Manager
<b>Purpose of Report</b>	To inform the Board of the Trust's progress and achievements in Equality and Diversity for 2018-19
<p><b>Executive Summary</b></p> <p>This report is submitted to the Board as a summary of the Trust's progress and position on equality and diversity. This is a reflection of the continued work the Trust has been engaged in nationally through the NHS Employers Partnership Programme, as well as locally across Dorset to meet the legislative requirements of Equality and Diversity, specifically the Public Sector Equality Duty (PSED) in order to comply with the general equality duty of the Equality Act 2010 and extra specific duties.</p> <p>The Trust Equality Objectives have been refreshed using the Equality Delivery System Framework (EDS2) which has been provided by the Department of Health). The Trust has been informed that the EDS has been refreshed again and although there will be some significant changes, no action will be required until the cycle of the current EDS Objectives have been in place for 3 years. However we may wish to review them sooner. This is being carried out in conjunction by working with all NHS Service Providers in Dorset and Dorset Clinical Commissioning Group. This has been the recommended monitoring and reporting tool for the past 8 years and has provided Equality Objectives in line with the Trust <b>Better Every Day Strategic Goals</b>.</p> <ul style="list-style-type: none"> <li>• To be a valued partner and expert working with patients, communities and Organisations.</li> <li>• To be a learning organisation, maximising our partnership with Bournemouth University and promoting innovation, research and evidence based practice,</li> <li>• To have a skilled, diverse and caring workforce who are proud to work for Dorset HealthCare,</li> <li>• To be a national leader in the delivery of integrated care.</li> <li>• To ensure that all of the Trusts resources are used in an efficient and sustainable way,</li> <li>• To raise awareness within the Trust and externally of the impact that our work has on people and our environment, and take steps to reduce and negative effects.</li> </ul> <p>The Trust has a number of key equality and diversity reporting processes and deadlines in line with its contractual requirements with NHS England and Dorset Clinical Commissioning Group as a Health Care Provider. Details of how these have been met will be explained in this report.</p> <p>The Trust knows that many people experience discrimination, social exclusion and harassment because of their sex, age, sexual orientation, race, religion or belief, disability, marriage or civil partnership, gender reassignment or due to pregnancy and we recognise our responsibility to achieve the highest standards in equality and inclusion, and to be a proactive agent for change.</p> <p>The Trust's work in Equality and Diversity has been rewarded by The Hidden Talents Staff Network (Staff with experience of Mental Health services) being invited to give a presentation at the National Disability Summit at the NHS Employers Disability Summit in London on 30 April 2019.</p>	
<b>Recommendation</b>	The Board is asked to note this report for 2018-19

## **1. Background**

- 1.1. Dorset HealthCare has had in place detailed equality and diversity policies and individual schemes and strategies since November 2006. During this period, considerable strides have been made in realising our statutory obligations to pay due regard and to promote equality across the equality strands, which we have celebrated to a degree and can be encouraged by our successes.
- 1.2. Dorset HealthCare has continued to be recognised by NHS Employers and engaged in the development of National programmes. The development of the Equality Delivery System 3 (yet to be named) and the Super User Group for the Introduction of the Workforce Disability Equality Standard (WDES) are a few examples of this.
- 1.3. The Trust has been identified as an example organisation that has made positive steps towards achieving excellence in the equality agenda. The Equality and Diversity Manager has been selected by NHS England to produce a case study in February 2019 on the Trusts work to improve the data on our Staff with a disclosed disability as an example of good practice. Current undisclosed percentage is down to 16%. This is likely to further improve with the introduction of Self Service Electronic Staff Record (ESR).
- 1.4. The second Gender Pay Gap report showed a slight improvement in the Median Gender Pay Gap at 6.53% and this was published in accordance with NHS guidelines. Dorset HealthCare has the second lowest Gender Pay Gap in the NHS in Dorset which is 2% lower than the National NHS average.
- 1.5. The implementations of the service changes through the Clinical Services Review (CSR) continue bring additional challenges for the Trust. The impact on staff and teams has increased the levels of support being requested on the grounds of Equality and Diversity. This has been noticed for a number of Service Teams across the Trust.
- 1.6. The Trust will be under the spotlight to make improvements for Staff, Patients and Stakeholders. We continue to commit to taking the necessary steps to deliver on Equality, Diversity and Inclusion beyond our basic statutory duties.

## **2. Equality, Diversity and Inclusion arrangements**

- 2.1. The Equality and Diversity Manager sits within the Learning Development Department within the Human Resources Directorate and reports directly to the Assistant Director of Learning and Development. The post works closely with the HR Business Partners and HR Services on staff matters. There is also a need for a close working relationship with all Directorates across the Trust and other services (including external agencies) to promote and support equality, diversity and inclusion.
- 2.2. The Director of Human Resources is the nominated Director responsible for equality, diversity and inclusion within the Trust, providing the direct link to the Board for the Equality and Diversity Steering Group.
- 2.3. The Equality and Diversity Manager is also a Freedom to Speak Up Guardian (FTSUG) and supports the Trust Lead FTSUG with cases, regional and national reports.
- 2.4. The Equality and Diversity Manager is the Trust Prevent Lead and works closely with the Trust Adult and Children's Safe Guarding Teams to ensure the correct level of training is being accessed by the correct staff groups. Completions and quarterly reporting is to Dorset CCG and the Home Office through our regional Prevent Lead.
- 2.5. The equality objectives for 2019 - 22 were agreed by the Trust Board following consultation and discussions to ensure the objectives were not only aligned to the Trust Goals but also challenging and enable a positive cultural shift for staff, patients and the Board.
- 2.6. 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 a equality, diversity and inclusion perspective.
- 2.7. **Our Equality Objectives 2019-22 are:**

- When people use NHS services their safety is prioritised and they are free from mistakes, mistreatment and abuse. 65% of Stakeholders said this was the 'most important'.
- People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds. 58% of Stakeholders said that this was the 'most important'.
- When at work, staff are free from abuse, harassment, bullying and violence from any source. 97% of Staff/Board said that this was the 'most important'.
- Papers that come before the Board and other major Committees identify equality-related impacts including risks, and say how these risks are to be managed. 79% of Staff/Board said that this was the 'most important'.

2.8 A detailed action plan has been developed and has the priority actions which will be reviewed annually by the Executive Performance and Corporate Risk Group, a copy of which is attached.

### 3. Key Activities and Achievements during 2018/19

3.1. The Trust Workforce Race Equality Standard showed the largest improvement in Key Indicator 5 - Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.

- 3% Positive reduction for White Staff and
- 11% Positive reduction for BAME Staff

3.2. Successful publication of the second Trust [Gender Pay Gap report 2017/18](#)

- The Trust Took part in the research project by Questback supported by NHS Employers. The purpose of this research was to provide NHS Trusts with actionable insights into the cultural factors contributing to the Gender Pay Gap. A full report is on the Trust Internet

3.3. Supporting Community Groups to mark key national events.

- Holocaust Memorial Day in Dorchester and Bournemouth including survivors of the Rwanda Genocide
- Remembering Zigeunernacht - The Night of the Gypsies with Kushti Bok in Dorchester
- Multi Faith and no faith Vigil in support of the victims of New Zealand.
- Black History Month with events at Bournemouth University and Southwest Dorset Multicultural Network in Dorchester

3.4. Bourne Free 2019 was the first year all NHS organisations in Dorset took part in the LGBTQi parade to promote Health Services.

3.5. During Learning at Work week a member of the Trust with Autism delivered a 2 hour workshop on having Autism. The feedback has been amazing.

3.6. Partnership work with Bournemouth University, Dorset Mental Health Forum and Dorset Mind to promote Mental Health Awareness.

### 3.6 Policies / Guidance

The following policies and guidance have been updated to reflect changes in processes:

- Equality and Diversity Implementation Scheme: this responds to our statutory duties to promote equality. This is up for review in 2019
- Interpretation and Translation Policy: updated, to include the refreshed Accessible Information Standard (AIS) guidelines and relevant supporting material.
- Prevent Policy: this policy refers only to the Prevent element of CONTEST which is the phase that operates in the pre-criminal space.
- Action Counters Terrorism (ACT) page set up on the Trust intranet to increase Staff awareness to report any suspicious activity.

### 3.7 Existing Training

This table shows the number of staff that have completed equality and diversity level 1, 2 or 3 in the period 1 April 2017 to 31 March 2019.

	2017-18	2018-19	
Level	Head Count	Head Count	Delivered By
Level 1	1270	1121	Face to Face or On Line
Level 2	57	15	Face to Face
Level 3	13	104	Face to Face
<b>Total</b>	<b>1340</b>	<b>1240</b>	

### 3.8 Prevent – Counter Terrorism

Table 1 & 2 show the number of staff that have completed Prevent awareness and the full workshop to raise awareness of prevent (WRAP) in the period 1 April 2018 to 31 March 2019.

Table 1

Count of Job Type	Quarter 1	
Job Type	Head Count	%
Add Prof Scientific And Techni	323	22.91
Additional Clinical Services	1520	15.00
Administrative And Clerical	63	4.76
Allied Health Professional	495	16.97
Estates And Ancillary	4	0.00
Medical And Dental	112	20.54
Nursing And Midwifery Register	1746	13.52
Students	18	61.11
(blank)	0	0
<b>Grand Total</b>	<b>4281</b>	

Table 2 (Data format changed on request from the Joint Safeguarding Group)

Reporting Period	Qtr2	Qtr3	Qtr4	Overall
Adult Learning Disabilities (T	2	0	0	2
Adult Mental Health	45	59	166	426
Advanced Community Care Service	0	0	0	1
Audiological Medicine	0	1	0	22
Care Of Older People	0	0	0	3
Central Services	0	1	0	2
Child And Adolescent Mental Health	5	13	7	54
Children + Young People's Services	1	9	5	24
Children's LD	0	2	0	15
Community Aspergers Service	0	0	9	12
Community Brain Injury Service	0	0	0	2
Community Health Services	4	1	1	22
Community Hospitals	9	15	11	233
Community Nursing	8	11	3	76
Counter Fraud	0	0	0	1
Diabetes	0	0	0	1

Dietetics	0	0	0	4
Eating Disorders	0	2	3	24
Estates	0	6	1	8
Finance + Performance Management	0	16	2	20
Health Visiting/School Nursing	0	42	23	128
Human Resources	0	5	2	38
Intermediate Care	10	7	3	131
Learning Disabilities	7	12	21	143
Medical Staff (T)	0	5	0	36
Miscellaneous (T)	0	0	0	1
Nursing + Innovation	1	1	0	1
Nursing Bank (T)	14	27	20	179
Occupational Health (T)	0	0	0	2
Occupational Therapy	0	1	17	19
Older People's Mental Health	107	18	63	284
Organisational Development	0	0	0	1
Orthopaedics	2	0	1	11
Pharmacy	0	1	0	2
Podiatry	1	0	0	2
Psychological Therapies (Prima	1	30	31	140
Quality	0	2	0	5
Rehabilitation CHS	0	0	0	2
Sexual Health/Family Planning	1	7	0	22
Speech And Language Therapy	0	19	15	49
Trust Board	0	2	1	4
Vulnerable Children	0	5	0	7
Weldmar Hospice (T) Blank	1	2	0	5
<b>Total</b>	<b>219</b>	<b>322</b>	<b>405</b>	<b>2164</b>

3.9 Dorset HealthCare has made 30 Prevent referrals in total, 7 of which were made this year.

#### 4. Workforce Data

##### 4.1 Headlines

- Dorset HealthCare staffing is 7080 (up 140) including bank workers
  - Full time 2748 (up 41)
  - Part Time 4332 (up 73)
- Male – 17%
- Female – 83%
- The BAME profile of the Trust has increased by .50% to 11.89%. This is an all-time high.
- The areas of 'undefined' or 'not stated' continue to fall to a record low. Disability is down to 16%. This bodes well for accurate reporting for the WDES.

#### 5. Equality and Diversity Priority Actions 2019 – 2020

- 5.1 Dorset HealthCare will continue to work in partnership with Public Sector Organisations and Diverse Community Groups to foster good relationships between communities and remove barriers, perceived or otherwise, to tackle Health Inequalities and improve access to Health Services in line with the specific duties in the Equality Act 2010.
- 5.2 Focus on evidencing outcomes of our Equality Objectives using the Equality Delivery System and engage the Trust Board, sharing the results for comment before publishing the results.

- 5.3 Continue to be an active partner in support of Dorset Clinical Commissioning Group in the development of the Equality Impact Analysis on changes to Health Services in Dorset as a result of the Clinical Services Review through to implementation. This means engaging with Staff, Patients and Stakeholders ensuring voices are heard from the wider diverse community in Dorset.
- 5.4 Supporting Dorset County Council with the introduction of the Dorset Care Record (DCR). Ensuring Dorset HealthCare services are in a position to adopt this new system of sharing patient data across all services including Public Health.
- 5.5 Work internally and externally to support the development of programmes of work that aims to provide our staff with development, training and wellbeing opportunities moving forward. Early indications are that the Staff Survey results have shown a small improvement for BAME Staff. Work with Staff with Disabilities is still an area for concern and focus as the WDES implementation in 2019 now the dates for reporting have been released.
- 5.6 Integrate the delivery of Team Dynamics Presentations with Leadership Conflict Management options working with Learning and Development Leadership Team.
- 5.7 The Trust Workforce Race Equality Standard (WRES) report continues to show an improvement in comparison to similar organisations. The 2019/20 report will be included in the Equality Objective setting process and the reduction in any disproportionality remains a focus.
- 5.8 The Trust will continue to work towards having a workforce that is representative of our diverse local community.

## **6 Summary**

- 6.1 During the period 2018-19 the Trust's work in equality, diversity and inclusion has been focussed on developing sustainable outcomes by working closely with NHS Employers, Staff, Local Stakeholders and Patients.
- 6.2 The Equality and Diversity Manager has continued to support the Trust Lead Freedom to Speak Up Guardian in supporting Staff where internal processes have been highlighted as concerns and or where patients are deemed to be at risk.
- 6.3 The Trust has been invited to be part of long term project to focus on the gender pay gap in the NHS, specifically evaluating the clinical excellence awards (CEAs) and how they may contribute to the gender pay gap in medicine. The aim of this research is to inform recommendations to improve outcomes for women in this process. The CEA's have the largest GPG in our recent report.
- 6.4 Dorset HealthCare has an established reputation for doing Equality, Diversity and Inclusion to a very high level. Equality, Diversity and Inclusion are central at all stages of development and working towards making co-production a reality with patients by experience groups. Dorset HealthCare remains in an excellent position to be a Provider and Employer of choice for key partners with a reputation for its delivery on the Equality agenda.

**David Corbin**  
**Equality and Diversity Manager**

## Dorset HealthCare Equality Objectives 2019 - 2022

<b>Objective 1</b> <b>Better outcomes for all</b> 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.	<b>Objective 2</b> <b>Improved patient access and experience</b> 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.	<b>Objective 3</b> <b>A representative and supportive workforce</b> 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.	<b>Objective 4</b> <b>Inclusive Leadership</b> 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
<b>Outcome 1.4</b>	<b>Outcome 2.4</b>	<b>Outcome 3.4</b>	<b>Outcome 4.3</b>
When people use Dorset HealthCare services their safety is prioritised and they are free from mistakes, mistreatment and abuse.	People, carers and communities can readily access hospital, community health or primary care services and should not be denied access on unreasonable grounds.	When at work Dorset HealthCare, staff are free from abuse, harassment, bullying and violence from any source.	Papers that come before the Board and other major Committees identify equality-related impacts including risks, and say how these risks are to be managed.
<b>Patient and Stakeholder Priority Actions</b>		<b>Employee and Leadership Priority Actions</b>	
<b>2018-19</b>	<b>2019-2020</b>	<b>2018-19</b>	<b>2019-20</b>
<ul style="list-style-type: none"> <li>Be an active partner in support of Dorset Clinical Commissioning Group in the development of the Equality Impact Analysis on changes to Health Services in Dorset as a result of the Clinical Services Review</li> <li>Supporting Dorset County Council with the introduction of the Dorset Care Record (DCR). Ensuring Dorset HealthCare is in position to adopt this new system of sharing patient data across all services including Public Health.</li> <li>Dorset HealthCare will continue to work in partnership with Public Sector Organisations and Diverse Community Groups to foster good relationships between communities and remove barriers, perceived or otherwise, to tackle Health Inequalities and improve access to Health Services in line with the specific duties in the Equality Act 2010.</li> </ul>	<ul style="list-style-type: none"> <li>Dorset HealthCare will continue to work in partnership with Public Sector Organisations and Diverse Community Groups to foster good relationships between communities and remove barriers, perceived or otherwise, to tackle Health Inequalities and improve access to Health Services in line with the specific duties in the Equality Act 2010.</li> <li>Supporting Dorset County Council with the introduction of the Dorset Care Record (DCR). Ensuring Dorset HealthCare services are in a position to adopt this new system of sharing patient data across all services including Public Health</li> </ul>	<ul style="list-style-type: none"> <li>Work internally and externally to support the development of programmes of work that aims to provide our staff with development, training and wellbeing opportunities moving forward. Training Workplace Mediators, Teaching Staff Basic Sign Language, Compassionate Leadership Programme with Thames Valley Leadership Academy (TVWLA) are all in the process of being implemented.</li> <li>Deliver the Level 3 Equality Training to managers including the EqIA process.</li> <li>The Trust Workforce Race Equality Standard (WRES) report has shown a slight improvement in comparison to similar organisations. The low percentage of BME Staff completing the Staff survey is a contributing factor. An additional survey for BME Staff is planned to identify what can be done to improve this low return in 2017-18</li> </ul>	<ul style="list-style-type: none"> <li>Focus on evidencing outcomes of our Equality Objectives using the Equality Delivery System and engage the Trust Board, sharing the results for comment before publishing the results.</li> <li>Work internally and externally to support the development of programmes of work that aims to provide our staff with development, training and wellbeing opportunities moving forward.</li> <li>Integrate the delivery of Team Dynamics Presentations with Leadership Conflict Management options working with Learning and Development Leadership Team.</li> <li>The Trust Workforce Race Equality Standard (WRES) report continues to show an improvement in comparison to similar organisations. The 2019/20 report will be included in the Equality Objective setting process and the reduction in any disproportionality remains a focus.</li> </ul>