

<b>Subject:</b>	Equality, Diversity & Inclusion Report
<b>Prepared by:</b> <b>Sponsored &amp; Presented by:</b>	Rebecca Kopecek, Deputy Director of HR Tim Powell, Director of Workforce
<b>Purpose of paper</b>	To inform progress to date against the Equality Delivery System (EDS2) and Workforce Race Equality Standard (WRES)
<b>Key points for Trust Board members</b>  <i>Briefly summarise in bullet point format the main points and key issues that the Trust Board members should focus on including conclusions and proposals</i>	<ul style="list-style-type: none"> <li>Trust has designed and launched a new Equality Standard service delivery model.</li> <li>Equality Impact Group established (EIG) monitors progress for the Trust and provides long-term and continuing support and leadership for equality and diversity.</li> <li>Launched the Equality Standard and published on the Trust's equality &amp; diversity website.</li> <li>Equality &amp; Diversity training is being provided.</li> <li>WRES reporting template has been published in relation to protected characteristics.</li> </ul>
<b>Options and decisions required</b>  <i>Clearly identify options that are to be considered and any decisions required</i>	For information.
<b>Next steps / future actions:</b>  <i>Clearly identify what will follow the Trust Board's discussion</i>	<ul style="list-style-type: none"> <li>Each clinical and corporate division to complete EDS2 by March 2016 with the purpose of attaining the Silver award.</li> <li>Each clinical division is completing an EDS2 patient experience and involvement in-depth review.</li> <li>Each corporate area is completing an EDS2 customer service in-depth review.</li> </ul>
<b>Consideration of legal issues (including Equality Impact Assessment)?</b>	Yes – covered in paper, but covers Equality Act 2010 and Public Sector Equality Duty
<b>Consideration of Public and Patient Involvement and Communications Implications?</b>	

<b>Links to Portsmouth Hospitals NHS Trust Board Strategic Aims, Assurance Framework/Corporate Risk Register</b>	
<b>Strategic Aim</b>	
<b>BAF/Corporate Risk Register Reference (if applicable)</b>	
<b>Risk Description</b>	

<b>CQC Reference</b>	
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<b>Committees/Meetings at which paper has been approved:</b>	<b>Date</b>

## Equality and Diversity Report - January 2016

### Our Approach to Equality and Diversity

Portsmouth Hospitals NHS Trust is committed to providing first class services that are responsive, provided by staff that reflects the Portsmouth community and is equally accessible to, and appropriate for, all who are entitled to use them with the patient at the heart of our care.

### Equality

Equality is the framework that enables opportunity, access, participation and contribution that is fair and inclusive.

### Diversity

Diversity is the acknowledgement and respect of differences within and between groups of people. From that acknowledgement and respect, improvements to services and employment arrangements may be identified and implemented.

### The Equality Act 2010

In October 2010 the Equality Act came into effect. Prior to this time there had been over 100 pieces of legislation covering equalities protections and alongside them there are three associated public duties for race, gender and disability. The Equality Act has nine protected characteristics defined as:

- Age
- Disability
- Gender
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Religion or belief – this includes lack of belief
- Sexual Orientation
- Ethnicity/Race

### Public Sector Equality Duty

The Public Sector Specific Equality Duties require NHS Trusts to publish information that demonstrates compliance with the general equality duties on an annual basis. The duties contain both general and specific duties which include the three aims that we have due regard to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and people who do not share it.

By publishing relevant equality information it is envisaged that it will make public boards more transparent about their decision-making processes and accountable to their service users. It also aims to give the public the information they need to be able to hold public bodies accountable for their performance on equality. To meet the needs of the Equality Act and the Public Sector Equality Duty - the Equality Delivery System was commissioned by the NHS Equality and Diversity Council in 2010, and launched in 2011. It was developed to help NHS organisations to continuously improve the services they provide for their local communities and provide better working environments, free of discrimination, for those who work in the NHS. From 1<sup>st</sup> April 2015, the Equality Delivery System (EDS2) has been mandated in the NHS standard contract. The EDS2 is also being further embedded within the Care Quality

Commission's inspection regime, and it features in the 2015/16 CCG Assurance Framework for CCGs.

## **Equality Delivery System 2**

Portsmouth Hospitals NHS Trust uses the Equality Delivery System (EDS) initiated by the Department of Health that helps Trusts to deliver against their statutory requirements in promoting equality and valuing the diversity of its staff and service users. A refreshed version of EDS2 was introduced in November 2013 and the Trust has developed its 'Everyone Counts' programme to prioritise the following areas:

- Better health outcomes
- Improved patient access and experience
- A representative and supported workforce
- Inclusive leadership

The Trust has designed and launched a new service delivery model called the Equality Standard, which has been recognised nationally as a model of good practice, to respond to the requirements of the Equality Act 2010, EDS2 and Workforce Race Equality Standard. This is a 5-point integration plan to embed a sustainable service delivery model for equality and diversity. With the aim to mainstream the EDS2: services work towards standard criteria and evidence submitted is assessed against a Bronze, Silver or Gold Award. The Equality Standard has been launched across the clinical and corporate divisions with divisional progress reported to the Equality Impact Group (EIG). All clinical and corporate divisions achieved the Bronze Standard Award in March 2015 and are currently working towards the Silver Award which will be achieved by April 2016.

This work consists of:

- **Identifying VOX POP Champions**  
VOX POP is a new staff diversity champions network. Each Clinical Service Centre is identifying a VOX POP champion. These will be trained in how to champion Equality & Diversity.
- **E&D engagement, awareness and communication**  
Members of the Equality Impact Group have to undertake an Equality Standard Roadmap presentation at a mainstream meeting.
- **Patient/Staff Experience Audits**  
Currently each clinical service centre is completing an EDS2 Patient experience and involvement in-depth review and each corporate area is completing an EDS2 customer service in-depth review.

Responding to our quality, safety, operational and financial obligations are essential in the way we deliver equality and diversity. The Trust has established an Equality Impact Group (EIG). The EIG monitors progress for the Trust to ensure that it provides equality with regards to access, experience and outcome for patients, staff and customers. The EIG provides long-term and continuing support, and leadership, for equality and diversity across the Trust and in support of our legal and regulatory obligations and monitor both Clinical Service Centres and Corporate Services on their progress in embedding equality and diversity through the implementation of the Equality Standard

## **Workforce Race Equality Standard**

NHS England has incorporated the Workforce Race Equality Standard (WRES) into the 2015/16 NHS Standard Contract. The standard requires organisations to demonstrate progress against a number of indicators of workforce equality. The Trust has published its WRES reporting template on the internet in relation to the protected characteristics of the workforce. We will monitor our performance of key employee relations data by protected characteristics to identify and act upon any instances of disproportionate action.

A programme of work is being established to collate and scrutinise our workforce data by protected characteristics to be completed by April 2016. We will then be in a position to develop a comprehensive action plan to address any issues. See Appendix 1 for current published WRES but this is currently being refreshed for 2015 data.

### **Equality and Diversity Training**

The Trust has an Equality and Diversity Strategy. Training is available, both face to face by the Equality and Diversity Manager through its “Diversity Moments” programme and the Trust has e-learning packages in place for equality and diversity general awareness and promoting understanding. WRES engagement events have been planned for delivery in February and March 2016.

### **Equality Impact Assessment**

Equality Impact Assessments are carried out for all policies and procedures as well as services. This ensures that EIAs are integrated and used in policy making and service development activities. EIA is a tool that helps us to ensure our policies and activities do what they are intended to do and for everybody. EIAs identify any actions that need to be taken to promote equality. Carrying out an EIA proforma involves systematically assessing the likely or actual effect of the policies on people in respect of the nine protected characteristics. If any adverse impacts are identified steps can be taken to remove them.

### **Equality and Diversity Good Practice**

The Trust was successful in its application as a national Equality and Diversity Partner by NHS Employers for 2015/16. As a partner, the Trust can access a range of learning and development opportunities by attending 4 partner events during the year focusing on key topics such as workforce health and wellbeing, communication and engagement and organisational development. The Trust was invited to present at a national partner event highlighting the equality standard model which has received national attention.

The Trust was shortlisted for a national industry standard award by the Employers Network for equality and Inclusion (ENEI) as a Personal Fair and Diverse organisation.

Sarah Balchin, Head of Patient Experience has received nominations for a national award (National Excellence in Diversity Award) for her work in promoting equality and inclusion as part of the Patient Experience work programme.

Diversity Champions and Companies were recognised at the UK's Largest Diversity Awards on 14 May 2015. Ricky Somal, Equality and Diversity Lead was Highly Commended in the Head of Diversity and Inclusion Category. Portsmouth Hospitals NHS Trust were promoted in the awards brochure in regard to the delivery of the Equality Standard.