

Equality Diversity and Inclusion

Annual Report 2018 - 2019



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1.0 Introduction

At Portsmouth, we are committed to embedding equality, diversity and inclusion (EDI) in everything that we do with the aim of becoming a fully inclusive employer.

Appreciating diversity is important to us and it helps us understand that treating people in the same way does not deliver equality for all; we acknowledge and celebrate individual differences. We also recognise that having a diverse workforce drives innovation, enhances creativity and can increase recruitment and retention.

We have a number of key priorities which focus on improving the work experience of employees with a protected characteristic and the EDI Group maintains oversight and delivery of this and identifies key actions for improvement. The EDI Group will also ensure the Trust is compliant in meeting the statutory EDI requirements for public sector bodies as follows:

- The NHS Standard Contract Section 13 Equity of Access, Equality and Non-Discrimination.
- The Equality Act 2010 which outlaws discrimination based on access to goods and services as well as employment, on the basis of nine protected characteristics.
- The Public Sector Equality Duty (PSED) which requires all NHS organisations to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.
- The Equality Delivery System (EDS2) which helps 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.
- The Workforce Race Equality Standard (WRES) which requires NHS organisations to report on nine indicators of race equality and to agree actions to ensure employees from black and minority ethnic backgrounds have equal access to career opportunities and receive fair treatment in the workplace.
- The Workforce Disability Equality Standard (WDES) to report on indicators of disability and to agree actions to ensure disabled employees have equal access to career opportunities and receive fair treatment in the workplace.

By engaging with diverse groups, in particular Black Asian Minority Ethnic (BAME), Lesbian Gay Bisexual Transgender (LGBT+) and disabled employees we hope to develop and improve our understanding of their needs, with a view to bettering their work experience at Portsmouth.

2.0 Workforce Profile

Table one provides a high level summary of our workforce by protected characteristic and staff group. The key points to note are:

- The largest age group of our workforce is 26-30 at 16%.
- 34.3% of staff have not declared whether they have a disability.
- 14.3% of our workforce is from a Black Asian Minority Ethnic background.
- 51.8% of our workforce is married or in a civil partnership and 45.5% are single.
- 26.4% of staff have not stated their sexual orientation.

- The highest reported religion is Christianity.
- 78% of our workforce is female.

Staff Group	Age	Disability			Ethnic Origin		
	Largest Age Group and %	Yes (%)	No (%)	Not Stated (%)	White (%)	BAME (%)	Not Stated (%)
Additional Clinical Services	51-55, 14%	1.4%	15.5%	6.8%	20.6%	2.8%	0.2%
Administrative and Clerical	56-60, 16%	1.3%	10.5%	6.9%	17.9%	0.7%	0.1%
Estates and Ancillary	56-60, 29%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%
Medical and Dental	26-30, 22%	0.7%	10.4%	3.0%	9.6%	4.1%	0.4%
Nursing and Midwifery Registered	26-30, 18%	1.4%	16.5%	13.5%	25.7%	5.4%	0.3%
Scientific, Therapeutic & Technical	31-35, 18%	0.5%	7.6%	3.9%	10.6%	1.2%	0.2%
Trust	26-30, 16%	5.3%	60.5%	34.2%	84.5%	14.3%	1.2%

Staff Group	Sexual Orientation			Marital Status			Maternity
	LGB (%)	Heterosexual (%)	Not Stated (%)	Married/Civil Partnership (%)	Single (%)	Not Stated (%)	Maternity Leave (%)
Additional Clinical Services	0.7%	17.4%	5.5%	11.3%	11.8%	0.5%	21.3%
Administrative and Clerical	0.3%	13.8%	4.6%	9.1%	9.1%	0.5%	9.2%
Estates and Ancillary	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	0.0%
Medical and Dental	0.2%	10.4%	3.5%	8.3%	5.3%	0.6%	15.9%
Nursing and Midwifery Registered	0.6%	21.1%	9.7%	17.0%	13.6%	0.8%	38.0%
Scientific, Therapeutic & Technical	0.2%	8.9%	3.0%	6.0%	5.6%	0.3%	15.6%
Trust	2.0%	71.6%	26.4%	51.7%	45.5%	2.8%	100.0%

Staff Group	Top 5 Religions/Beliefs					Gender	
	Atheism (%)	Christianity (%)	Islam (%)	Other - Not an Option (%)	Not Stated (%)	Male (%)	Female (%)
Additional Clinical Services	10.7%	6.8%	3.1%	2.6%	0.1%	4%	20%
Administrative and Clerical	8.5%	5.5%	2.5%	1.9%	0.2%	4%	14%
Estates and Ancillary	0.0%	0.1%	0.0%	0.0%	0.0%	0%	0%
Medical and Dental	5.3%	3.9%	1.7%	0.8%	1.2%	8%	7%
Nursing and Midwifery Registered	15.3%	10.1%	3.3%	2.4%	0.1%	3%	28%
Scientific, Therapeutic & Technical	5.5%	3.5%	1.9%	0.7%	0.2%	3%	9%
Trust	46.2%	30.5%	12.8%	8.6%	1.8%	22%	78%

Table One

Data Source: Electronic Staff Records (ESR)

Time Period: As at 31st March 2018

The full Workforce Profile 2017/18 report can be viewed on the Trust's [Equality and Diversity webpage](#) and provides more detail about the workforce profile of our applicants, staff in post and leavers.

3.0 Equality Delivery System 2

The Equality Delivery System (EDS2) is a national framework developed by NHS England to help NHS organisations, in discussion with local partners including local people, review and improve their equality performance for people with characteristics protected by the Equality Act 2010.

At the heart of the EDS2 are 18 outcomes, against which NHS organisations are required to assess and grade themselves. The 18 outcomes are grouped under the 4 following goals:

1. Better Health Outcomes for All
2. Improved Patient Access and Experience
3. Empowered, Engaged and Well Supported Staff
4. Inclusive Leadership at All Levels

In January 2019, an EDS2 workshop was held where stakeholders came together to grade the EDS2 and develop new equality objectives in a collaborative and inclusive way. Stakeholders invited to the EDS2 workshop included; BAME Staff Network, LGBT+ Equality Forum, Equality Diversity Inclusion Group, Freedom to Speak Up Guardian and Advocates, Executive Management Team, Patient Experience Steering Group and the Patient Family Carer Collaborative.

The aim of the workshop was to:

- Look at evidence and information that highlights the experience that people receive who work at Portsmouth and access their services.
- Decide how well Portsmouth is treating staff and service users and give scores against the EDS2 ratings to show how well they are doing.
- Decide what improvements need to be made.

Via a series of activities, stakeholders were divided into four groups (one per EDS2 goal), and were asked to grade each outcome of their goal based on the evidence provided and their experiences. The final activity of the workshop asked stakeholders to decide what improvements are required based on the grades and agree four priorities to be taken forward as the Trust's equality objectives for 2019-2023.

The four agreed priorities were:

1. To enable the further involvement and engagement of protected groups including patients, carers, staff, third sector, Clinical Commissioning Groups and the Local Authority in the development, design, delivery and monitoring of our services.
2. To improve patient, family and carer feedback from protected characteristic groups of feeling positively involved in decision making.
3. Staff from a minority background or with a protected characteristic report an improved experience at work.
4. To enable managers to support their staff to work in culturally competent ways within a work environment free from discrimination.

Following the workshop the EDS2 Summary Report was completed with details of the new EDS2 grades and equality priorities (see Appendix 1). These were then presented to the EDI Group and the priorities integrated within the EDI Improvement Plan (see Appendix 2).

Implementation of the EDS2 is a requirement on both NHS commissioners and NHS provider organisations. Once completed, the summary report is required to be published on the organisations website.

4.0 Workforce Race Equality Standard

The Workforce Race Equality Standard (WRES) requires NHS organisations to demonstrate progress against nine indicators of workforce race equality and seeks to better understand why BAME staff report a poorer work experience than White staff.

Data for indicators 1 to 4 and 9 come from workforce data and data for indicators 5 to 8 are obtained from the National Staff Survey (NSS) results.

Table two compares Portsmouth's published WRES 2017 and 2018 report with the 2018 national WRES data.

Indicator Type	WRES Indicator	Metric Description	2017 PHT Score	2018 PHT Score	2018 National Average Score				
WORKFORCE	1	Percentage of BAME staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of BME staff in the overall workforce	All	12.6%	13.6%	19.1%			
			8-9 VSM	5.77%	7.1%	6.9%			
	2	Relative likelihood of White staff being appointed from shortlisting compared to that of BAME staff being appointed from shortlisting across all posts	1.18	1.46	1.45				
	3	Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process.	1.07	1.60	1.24				
	4	Relative likelihood of White staff accessing non mandatory training and CPD compared to BAME staff	0.68	0.94	1.15				
			2016 PHT NSS Data	2017 PHT NSS Data	2017 National Average NSS Data	2018 PHT NSS Data	2018 National Average NSS Data		
STAFF SURVEY	5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	34%	39%	29%	31%	30%		
	6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	24%	29%	28%	26%	29%		
	7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion	78%	74%	72%	74.5%	72%		
	8	Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? Manager/team leader or other colleagues	12%	15.5%	15%	14.5%	15%		
BOARD	9	Percentage of BAME Board membership	-12.6%	-13.6%	7%				

Table Two

It is pleasing to see improvements in the 2018 PHT NSS reporting for the WRES in all 4 indicators. This encouraging movement suggests that the focussed work during 2018 on improving the experience of our BAME staff has had a positive impact. Some of this work includes:

- The BAME staff network was relaunched in January 2018 which now has more than 200 members.
- Appointment of 16 BAME Champions to help shape and influence the EDI agenda/priorities as well as supporting staff to raise concerns.
- The internal Beyond Boundaries positive action Leadership Development programme for BAME staff which was launched in January 2019 has 24 BAME delegates.
- EDI and Unconscious Bias training is now included in the Trusts Passport to Manage induction programme and will be rolled out to existing managers within the Trust.

However, there are hotspot areas that require actions for improvement and these are; BAME staff are less likely to be appointed from shortlisting; more likely to enter the formal disciplinary process and more likely to experience bullying, harassment or abuse from patients, relatives and staff than White staff.

Work will continue with the BAME Staff Network, the EDI Group and neighbouring Trusts to identify and develop actions that address these hotspots areas.

5.0 Workforce Disability Equality Standard

The Workforce Disability Equality Standard (WDES) is a set of ten specific measures that will enable NHS organisations to compare the experiences of disabled and non-disabled staff.

In August 2019, all NHS organisations will be required to publish a report on the work experience of staff with a disability for the first time. The information will be used to develop an action plan, and enable us to demonstrate progress against the indicators of disability equality.

Data from the NSS is being gathered for the WDES. 719 staff who said they have a disability completed the survey; this is 22% of all responses and shows disparity with the 5% of staff reporting a disability on the Electronic Staff Record. Table four below summarises the findings.

Workforce Disability Equality Standard

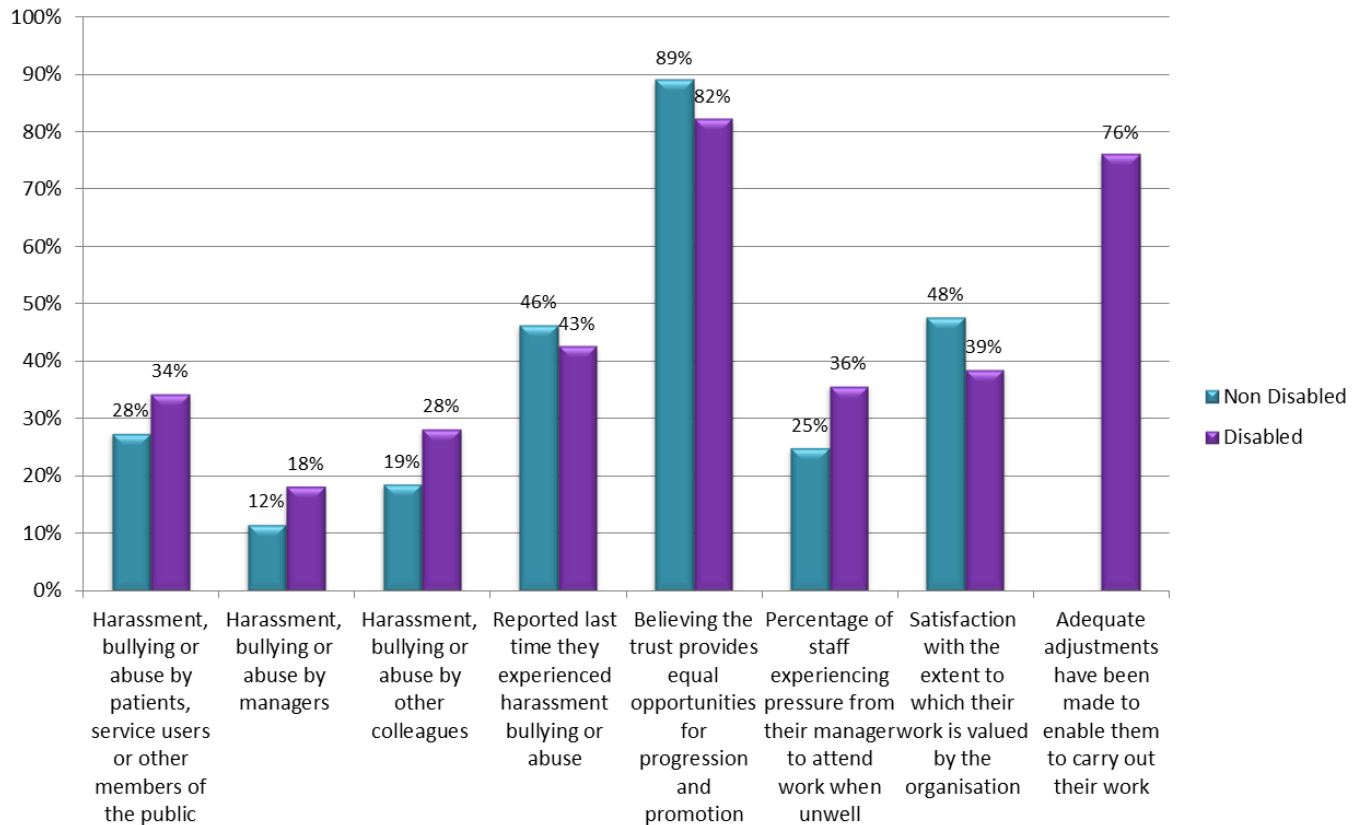


Table Four

The overall staff engagement score for disabled staff was 6.6 (out of 10.00) compared to 7.00 for non-disabled staff.

It is clear from this data that disabled staff have a poorer work experience than non-disabled staff.

The following actions have been identified for improvement:

- Staff are being asked to self-report whether they have a disability or not on the Electronic Staff Record (ESR) to address the discrepancy in disabled staff numbers in post and those reporting as disabled within the national staff survey.
- Establishment of a Disabled Staff network.
- Carry out a Listening into Action Conversation with the focus on 'improving the work experience of disabled staff' to gain insight and understanding of the experiences of disabled staff, and explore the type of staff network they would like to have to help influence improvement priorities.
- To address areas of concern flagged within the WDES NSS 2018 results.

6.0 Gender Pay Gap

In 2018 the government made gender pay gap reporting mandatory. All public sector employers with more than 250 employees are required to annually measure and publish their gender pay

gap data. The Trust's 2018 Gender Pay Gap Report identifies a pay gap between male and female and tells us that:

- Females make up the majority of our workforce.
- Females earn 32.1% less than males when calculating the 'mean' gender pay gap and 18.7% less when calculating the 'median' gender pay gap.
- Females earn 27.9% less than males when calculating the 'mean' bonus gender pay gap and 33.3% less when calculating the 'median' bonus gender pay gap.
- 10.4% of males verse 1.2% of females received a bonus payment.
- Men are in underrepresented in quartile 1, 2 and 3 which combines ordinary and bonus pay (1 being lowest paid) while quartile 4 (highest paid) shows a higher proportion of males.

There are a number of underlying reasons for this which includes:

- A greater proportion of males occupy senior posts attracting on-call and clinical director allowances.
- A greater proportion of the medical workforce who are male apply and receive payments for clinical excellence awards and are significantly more likely to undertake additional work to bring waiting lists down for patients - no other staff groups receive these types of bonus payments.
- A large number of female employees work part-time or have flexible working patterns and thus are less likely to work additional hours.

The following actions have been identified for improvement:

- Review the application process for Clinical Excellence Awards to ensure in line with equality requirements.
- Clinical Excellence Awards panel to have female representation.
- Actively encourage more applications for Clinical Excellence Awards from females.
- Monitor outcomes of Clinical Excellence Awards panels against work profile to ensure equitable balance.
- Ensure the Flexible Working work stream, identifies and responds to any areas of gender inequality.
- Review of the National Staff Survey 2018 data to identify and respond to any hotspots highlighting gender inequality.
- Hold a staff engagement event focussed on gender equality to better understand any barriers and potential areas for improvement.
- Promote the Health and Care Women Leaders Network, delivered by NHS Confederation and NHS Employers.
- Promote the onsite nursery and childcare vouchers to support parents and guardians.
- Conduct a review of the Special Leave Policy to ensure gender equality.

7.0 NHS Employers Diversity and Inclusion Partners Programme

The Trust has been a partner of the NHS Employers Diversity and Inclusion programme since June 2018. The programme supports Trusts to progress and develop their equality performance

over a period of 12 months. The focus of the programme is based on four developmental modules; standards, capacity, delivery and evaluation.

As a result of this programme, Portsmouth, Royal Bournemouth and Christchurch, Solent and Yeovil Healthcare have formed a regional working group and are working closely together to share best practice about how we can improve the work experience of employees with a protected characteristic. An example of our collaborative working would be the recent formation of a Trans Support Policy for Staff.

The Trust has successfully secured a place on year two of the programme so that we can continue to improve organisational capability and competency around diversity and inclusion.

8.0 EDI Successes and Achievements

A number of EDI successes have been achieved over the last 18 months. Some key achievements are detailed below.

8.1 LGBT+ Equality Forum



In February 2018, a survey was carried out to learn the level of interest and demand for a staff LGBT+ network and to identify key areas for such a network to focus on. Following, this survey a meeting was held to discuss and feedback these results to the Trust Board and to establish a network. It was at this meeting it was identified that staff

would prefer a forum rather than a network.

The LGBT+ Equality Forum had their first meeting in June 2018 and now meet on a quarterly basis.

The forum aims to:

- Support LGBT+ staff
- Discuss issues affecting LGBT+ staff and offer a place for staff to raise concerns
- Be a reference group to provide help, support and advice to all members of PHT
- Help formulate new and review existing policies and procedures
- Contribute in the production of an EDI toolkit
- Assist the Trust in developing key information, advice and support for transgender colleagues and patients

Although fairly new, the forum have been instrumental in developing a Trans Support Policy for Staff, contributing to the success of the Celebrating Diversity event and working collaboratively with Solent NHS Trust in the participation at Portsmouth Pride in September 2018.

8.2 KROMA

KROMA is an empowering and enabling organisation for the LGBT+ community through awareness, inclusiveness and supportiveness.

Portsmouth is working in partnership with KROMA to offer weekly meetup sessions at Queen Alexandra Hospital for staff, patients and visitors. The meetup sessions can help to make people part of a community and build self-esteem; provide opportunities to improve mindfulness; support those who suffer from homophobic, transphobic or bi-phobic comments or abuse; report hate crime incidents; develop awareness of the needs of individuals who have gender and/or sexual identities and their relationships; support those transitioning, coming out or trying to understand.



8.3 Portsmouth Pride



IN PICTURES: Portsmouth Pride event 2018



IN PICTURES: The Pride of Portsmouth turned out in an array of colour.

Portsmouth and Solent NHS Trust were proud to participate and support Portsmouth Pride 2018. Pride is an LGBT+ event that aims to raise awareness through entertainment.

30 plus volunteers, including representation from the Trust Board, took part in the Pride parade and spoke to members of the community on the stand.

Volunteers engaged with the community by asking them one thing they love about the NHS and one thing they would change. The responses from the community were extremely inspiring and positive.

Members of the community considering a career in the NHS could also visit the stand for career advice and recruitment information to take home.

The Trust is looking forward to collaborating with Solent for Portsmouth Pride 2019.

8.4 BAME Staff Network

A BAME Staff Network relaunch event took place in January 2018 which was a huge success and welcomed over 60 members of staff from different ethnic origins.

There was a wonderful atmosphere in the room and staff were enthusiastic about developing an effective and positive network which will work with the Trust to become a more inclusive organisation.



Following the relaunch, a meeting was held for members to identify the networks key priorities for the year ahead which were identified as:

- Increase awareness across all levels of BAME staff and network.
- To ensure quarterly network meetings take place that support one another with open discussions and provide information of where staff can get advice from and what opportunities for development are available.
- The network Chair to have a direct link with CEO. *Post network note: the CEO meets the network Chair on a bimonthly basis.*
- Provide education for managers around cultural differences and how to deal with bullying and harassment.
- To support and participate in the development of an annual diversity event.

Via an election process, the network appointed a Chair and Vice Chair who have both committed to developing a clear pathway for BAME staff development and to help find solutions to overcome challenges that BAME staff face every day. The Chair and Vice Chair have also organised trolley dashes and walk arounds, spoken to BAME staff about the network and support available, scheduled network meetings for 2019 and engaged staff in the development of the Beyond Boundaries programme.

The network now has over 200 members and 16 Champions who are all passionate about improving the work experience of BAME employees.



8.5 Beyond Boundaries Development Programme

In January 2019, the Trust launched the Beyond Boundaries development programme which is a bespoke positive action programme open to BAME employees across all bands at PHT.

The programme has been specifically designed to support personal and professional development and provide employees with the opportunity to explore their potential and formulate personal development plans.

This programme includes 6 full day workshops and 2 action learning sets, over a 5 month period and enables participants to:

- Discover self-awareness
- Learn how to improve team and personal effectiveness
- Acquire conflict resolution strategies
- Develop assertive communication skills
- Form a foundation of leadership skills
- Establish personal and professional career goals
- Understand the principles of a performance appraisal
- Improve skills in CV writing, interviews and presenting

The first cohort has 24 employees enrolled on the programme who come from different backgrounds. See table five for a breakdown by staff group, ethnicity and band.

Staff Group	Ethnicity	Band
Nursing and Midwifery: 14	Asian or Asian British – Indian: 8	Band 5: 15
Admin and Clerical: 4	Asian or Asian British - Any other Asian background: 6	Band 6: 3
Professional and Technical: 3	Asian or Asian British – Bangladeshi: 3	Band 2: 2
Allied Healthcare Professionals: 2	Black or Black British – African: 2	Band 7: 1
Medical and Dental: 1	Unknown: 2	Band 3: 1
	Filipino: 2	Honorary: 1
	White – Any other White background: 1	ST5: 1

Table Five

At the end of the programme, an evaluation will take place to ensure that the programme achieved its desired outcome and to identify any improvements that could be made to enhance the programme for future cohorts.

8.6 Celebrating Diversity Day

More than 200 staff visited the Celebrating Diversity event on the 30th October 2018 which was opened by Nicole Cornelius, Director of Workforce and Organisational Development who expressed hers and the Board’s commitment to developing and supporting a diverse and inclusive workforce.

A Filipino Staff Nurse shared their journey to fulfil their dream as a Nurse in the Emergency Department and a retired employee, spoke about the impact of living with Parkinson’s. There was a selection of patient food for staff to taste which showcased the diverse cultures that the catering team cater for on a daily basis. The attendees spent time visiting each of the marketplace stands with information about the support available for staff and patients with a protected characteristic.

Feedback from attendees hailed the event as an outstanding success with 70% rating the event as excellent, 30% as good and 100% of attendees said they would recommend this event to colleagues.



9.0 Improvement Plan

Whilst it is important to celebrate all the good work which has been delivered, it is equally important to recognise that our EDI journey is just beginning.

This report highlights the need to prioritise and improve the work experiences of those staff with a protected characteristic or from a minority background.

The Improvement Plan (see Appendix 2) identifies actions for improvement that aim to meet our equality objectives and has been developed with the EDI Group and staff networks. The delivery of the Improvement Plan is governed by the EDI Group which reports to the Workforce and Organisational Development Sub Committee of the Board.