

Subject:	Workforce Diversity Scorecard
Prepared by: Sponsored & Presented by:	Ricky Somal. Equality and Diversity Manager Rebecca Kopecek. Director of Human Resources
Purpose of paper	This paper sets out our compliance: Equity of Access, Equality and Non-Discrimination.
Key points for Trust Board members <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"> • The aims of our equality and diversity strategy are to: <ul style="list-style-type: none"> ✓ respond positively to the legal (Equality Act 2010), regulatory (CQC Domains) and commissioner (NHS Standard Contract) requirements for equality, diversity and human rights; ✓ meet the requirements of the Equality Delivery System (EDS2) and Workforce Race Equality Standard (WRES) (NHS England); ✓ embed an evidence based equality and diversity strategy with clear governance and reporting structures; • The methodology designed to meet the aims of our strategy is contained within our Equality Standard. The Standard contains a series of toolkits for CSC's to record their equality performance. • The evidence (qualitative) gathered from each CSC via the equality standard is scrutinised by the Equality and Diversity Lead via the Equality Impact Group (EIG) and assessed against a Bronze, Silver or Gold Award. • The workforce diversity scorecard (quantitative) is published annually on 31 January and provides a breakdown of the workforce and employee relations performance by protected characteristics. • The Equality Standard has achieved international recognition. The Equality and Diversity Manager was invited to present the standard at the Global HR Expo in the United Arab Emirates, Dubai in May 2016.
Options and decisions required <i>Clearly identify options that are to be considered and any decisions required</i>	<ul style="list-style-type: none"> • The Board is requested to note the achievements of each CSC achieving the Silver Award of our Equality Standard in December 2016 (please find examples); • Appendix 1 Bronze Standard – Medicine CSC • Appendix 2 Silver Standard – Medicine CSC
Next steps / future actions: <i>Clearly identify what will follow the Trust Board's discussion</i>	<ul style="list-style-type: none"> • The workforce diversity scorecard will be published by 31 January 2017. This will enable the trust to meet the public sector equality duty requirements. The scorecard will scrutinise employee relations by protected characteristics and identify any actions to improve performance. • The trust will continue to embed the equality standard and each Clinical Service Centre (CSC) will aim to achieve the Gold Standard by March 2018.

Consideration of legal issues (including Equality Impact Assessment)?	<ul style="list-style-type: none"> As presented by our Equality Standard
Consideration of Public and Patient Involvement and Communications Implications?	<ul style="list-style-type: none"> The EIG utilises local and national research such as the Joint Strategic Needs Assessment (JSNA) and survey/engagement data from the trust Patient Experience Group within the trust to identify and consider any actions pertaining to the equality and diversity strategy.

Links to Portsmouth Hospitals NHS Trust Board Organisational Priorities, Assurance Framework/ Risk Register	
Organisational Priorities	
Board Assurance Framework/ Risk Register Reference	
Risk Description	
CQC Reference	

Committees/Meetings at which paper has been discussed/ approved:	Date

Portsmouth Hospitals NHS Trust

Compliance: Equity of Access, Equality and Non-Discrimination

Requirement 1: The trust must not discriminate between or against Service Users, Carers or Legal Guardians on the grounds of age, disability, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, gender reassignment, or any other non-medical characteristics, except as permitted by the Law.

- the EIG meets quarterly and provides support and leadership for equality and diversity and monitors CSC's on their progress in embedding equality and diversity via the Equality Standard; we have established equality and diversity champions in each CSC and corporate services who are invited to attend the EIG and participate in equality and diversity training;
- we have published our employee relations performance by protected characteristics (Workforce Diversity Scorecard) on the trust website;
- completion of a Trust wide EDS2 current state assessment;
- each Clinical Division of the trust has completed an individual EDS2 return and achieved the Bronze and Silver Award of Southern Health's Equality Standard;
- completion and publication of Equality Impact Assessments of clinical and corporate policies and procedures;
- the Equality and Diversity team engage with the trust Patient Experience Group (PEG) to ensure diverse patient engagement and insight is embedded as part of programme management including consultation and involvement;
- the Equality, Diversity and Human Rights Policy was reviewed and published in July 2016;
- The trust is required to provide staff with appropriate training and development in equality and diversity ranging from induction through to higher level training. A variety of methods are currently used to provide training some of which is provided directly by the learning and development team. Diversity Moments (applied equality training) is delivered at each EIG.

Requirement 2: The trust must provide appropriate assistance and make reasonable adjustments for Service Users, Carers and Legal Guardians who do not speak, read or write English or who have communication difficulties (including hearing, oral or learning impairments). The trust must carry out an annual audit of its compliance with this obligation and must demonstrate at Review Meetings the extent to which Service improvements have been made as a result.

- The Trust promotes accessible communication through the provision of interpreting and translation and reasonable adjustments across the Trust. A review into the provision of interpreting and translation will be conducted and presented to the EIG in September 2017;
- The Trust has embraced the new Accessible Information Standard (AIS) is currently identifying actions to achieve full compliance as per national requirements. The Equality and Diversity Manager will engage with each CSC to promote the AIS and provide an evidence report to the Patient Experience Group in June 2017.

Requirement 3: In performing its obligations under the NHS Standard Contract the trust must comply with the obligations contained in section 149 of the Equality Act 2010 and section 6 of the Human Rights Act 1998.

Responding to our quality, safety, operational and financial obligations are essential in the way we deliver equality and diversity. The Trust has:

Equality Delivery System (EDS2)

- Each CSC has completed an EDS2 return via the Equality Standard Bronze Award completed in December 2015;
- This is further enhanced by the completion of the Silver Standard 'in-depth review of patient access and experience' completed in December 2016;
- The new workforce diversity scorecard will be published on the trust website on 31 January 2017 as per PSED requirements.

Workforce Race Equality Standard (WRES)

- We have published our WRES on the trust website and an implementation plan has been designed to improve our performance. The WRES engagement priorities for 2016 focussed upon designing a toolkit to assist senior leaders to understand their individual responsibilities for WRES and an engagement project will be launched and reported to the EIG in June 2016.

Workforce Diversity Scorecard at a glance

Protected Characteristics	Metrics	December 2015 Data (%)	December 2016 Data (%)
Age	Up to 19	1.0%	1.5%
	20-39	46.0%	46.0%
	40-59	48.0%	47.4%
	62 and above	5.6%	5.1%
Disability	Yes	3.7%	3.7%
Sex	Female	78.6%	77.7%
	Male	21.4%	22.3%
Race	White British	78.9%	85.4%
	BME	19.7%	13.3%
	Not stated	1.4%	1.3%
Religion	Christian:	44.2%	44.9%
	Not stated:	34.1%	31.7%
	Atheist:	9.8%	11.5%
	Other:	8.2%	11.9%
Marriage and Civil Partnership	Civil partnership	0.9%	1.0%
	Divorced	6.4%	6.8%
	Legally separated	1.1%	1.0%
	Married	51.9%	49.8%
	Single	36.9%	38.6%
	Widowed	0.6%	2.2%
Sexual Orientation	Unknown	2.3%	0.7%
	Bisexual:	0.6%	0.7%
	Gay:	0.5%	0.7%
	Heterosexual:	67.1%	69.8%
	Lesbian:	0.4%	0.4%
	Undefined:	22.3%	19.7%
	Not disclosed:	9.2%	8.7%