

Equality and Diversity Update

Purpose of Report

The purpose of this paper is to present to the Board a summary of where the Trust is presently with the equalities agenda.

Executive Summary

The Care Quality Commission (CQC) inspection of June 2016 indicated that the Trust was not ensuring compliance with our Equality and Diversity obligations. The Board Assurance Framework and Risk Register did not include any equality related risks. Directors and staff responsible for equality and diversity were not aware of any equality risks relating to their non-compliance.

Position to date.

- The Trust has complied with its legal obligations in terms of publishing its Workforce Race Equality Standard.
- The Board Assurance Framework and risk register has been updated to reflect the current position on equalities and inclusion and to focus the action and controls for making progress.
- Equality Delivery System2 (EDS2) comprises 18 outcomes, against which NHS organisations assess and grade themselves. They are grouped under four goals, namely; Better health outcomes; Improved patient access and experience; A representative and supported workforce; and Inclusive leadership. As an organisation the Trust has graded itself in 11 areas as being underdeveloped, 6 areas as developing and 1 as achieving. The trust will be seeking an independent review of self evaluation.
- The Trust has produced a Public Sector Duty (PSED) report the relevant data to be published on the Trusts website detailing the analysis of Demographics – Patients versus Population June 2014 versus June 2016.
- The Trust Board have agreed the establishment of an Equalities Forum to ensure that an overarching detailed equality and diversity strategy is developed. The Equalities Forum will act as the vehicle by which the equalities agenda will become embedded into the organisation both from a service user, employee and management point of view.

- Trust has been approved as a Disability Confident Employer (previously known as two ticks).
- A detailed DHCFT Equalities Action Plan 2016 -17 has been drafted for Board consideration.

Strategic Considerations

The detailed action plan takes into account the concerns raised by the CQC report and addresses these concerns under the following objectives (see appendix 1 for details) :

Objective 1:

Consider the impact of what we do (or are planning to do) on all sections of the community / protected characteristics).

Objective 2:

Increase and improve DHCFT' awareness and understanding of equality, diversity, inclusion and Human Rights issues – improve organisational culture.

Objective 3:

Better understand, and more effectively meet, the needs of all our service users / patients.

Objective 4:

Better understand the profile and experiences of our employees and achieve a diverse workforce.

Objective 5:

Progress the equalities agenda within DHCFT.

Risks

As a Trust the risks associated with not taking forward the above considerations could result in the following:

Objective 1

Equality Impact Analysis (EIA) failure to undertake this essential work will put the Trust at risk of not identifying the likely detrimental impact on service users, employees and the community at large by not taking into their protected characteristics.

Objective 2

Failure to increase and improve awareness and understanding of equality, diversity, inclusion and Human Rights issues could result in a worsening equalities position, possibly leading to staff disengagement and poor service delivery, and a worsening organisational culture.

Objective 3

Poor data quality may lead to poor analysis, resulting in poor understanding of service user needs and staff experience as well as the inability to identify new opportunities.

Objective 4

Failure to understand the profile and experiences of our employees may lead to poor employee relations and reputation. Impacting adversely on organisational culture and service delivery and our reputation.

Objective 5

Failure to progress the equalities agenda will prevent the Trust from taking an important step forward in becoming an employer and service provider of choice.

Recommendations

The Board is requested to:

- **DHCFT Equalities Action Plan 2016 - 17.**

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