

Equalities Annual Report 2016 2017

Agenda Item No: 10.8.1

Trust Board Report

Meeting Date:	25 September 2017
Title:	Equalities Annual Report 2016/2017
Executive Summary:	<p>The Trust recognises the importance of embedding equality, diversity and inclusion principles and practices throughout the organisation. The Trust wants our service users, the local population and our workforce to be confident about our commitment to eliminating discrimination, bullying, harassment, victimisation and promoting equality, whether they service users or part of the workforce providing those services.</p> <p>The Trust strives to deliver safe, accessible and fair services to the diverse populations that we serve. The Trust values its workforce and wants to create working environments in which everyone is able to reach their full potential and deliver fair and equitable services. There is a link between the level of staff engagement and positive patient outcomes.</p> <p>The Trust recognises that some people may face unintended barriers presented by our working practices and in accessing our services. People have the right to be treated fairly by having their needs met as much as possible and where appropriate, therefore, some people may need support to ensure they receive the same level of service, access, treatment and outcomes.</p> <p>The Trust is committed to creating a culture of openness and transparency. As a requirement of the Public Sector Equality Duty, the Trust must capture a range of equality related information and report on it. By analysing this information the Trust is able to identify any issues of inequality and to seek to address them; specifically for people who have personal protected characteristics as defined by the Equality Act 2010.</p> <p>The two sections of this report aims to bring together the equality information available for workforce and non-workforce areas of the Trust. In doing so, the Trust seeks to meet its legal and contractual obligations regarding these matters. Action plans have been created for both sections in order to address any imbalances in diversity in the workforce and to improve accessibility for the communities that the Trust serves.</p> <p>The Trust recognises that there are some challenges ahead but is committed to making a difference to our communities and our workforce.</p> <p>The report is in its draft version in terms of format, however medical illustration have the template previously agreed by the steering group to be used with the content given. Once the final version is available, this will be distributed.</p>
Action Requested:	To note the content of the report and support the development work being undertaken.
Report of:	Cheryl Etches, Chief Nurse/Deputy Chief Executive Alan Duffell, Director of Human Resources

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Links to Trust Strategic Objectives	
Resource Implications:	Revenue: Capital: Workforce: Funding Source:
Equality and Diversity Assessment	(Include here details as to the equality and diversity impact of the recommendation (if any), specifically in relation to the Protected Characteristics under the Public Sector Equality Duty, namely age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion and belief, sex, and sexual orientation)
Risks: BAF/ TRR (describe risk and current risk score)	
Public or Private: (with reasons if private)	Public Session
References: (eg from/to other committees)	
Appendices/ References/ Background Reading	
NHS Constitution: (How it impacts on any decision-making)	In determining this matter, the Board should have regard to the Core principles contained in the Constitution of: <ul style="list-style-type: none"> ✚ Equality of treatment and access to services ✚ High standards of excellence and professionalism ✚ Service user preferences ✚ Cross community working ✚ Best Value ✚ Accountability through local influence and scrutiny

Background Details	
1	<p>The Trust recognises the importance of embedding equality, diversity and inclusion principles and practices throughout the organisation. The Trust wants our service users, the local population and our workforce to be confident about our commitment to eliminating discrimination, bullying, harassment, victimisation and promoting equality, whether they service users or part of the workforce providing those services.</p> <p>The Trust strives to deliver safe, accessible and fair services to the diverse populations that we serve, and ensure that they are treated with dignity and respect.</p> <p>The Trust values its workforce and wants to create working environments in which everyone is able to reach their full potential, thrive and deliver equitable services. There is also a link between the level of staff engagement and positive patient outcomes.</p> <p>The Trust recognises that some people may face unintended barriers presented by our working practices and in accessing our services. People have the right to be treated fairly by having their needs met as much as possible and where appropriate, therefore, some people may need support</p>

to ensure they receive the same level of service, access, treatment and outcomes.

The Trust is committed to creating a culture of openness and transparency. As a requirement of the Public Sector Equality Duty, the Trust must capture a range of equality related information and report on it. By analysing this information the Trust is able to identify possible issues of inequality and to seek to address them; specifically for people who have personal protected characteristics as defined by the Equality Act 2010.