

Board of Directors (in Public)

Item 5.2

Subject: Equality and Inclusion Board Update
 Date of Meeting: 6th November 2018
 Prepared by: Joanne Shaw Head of Nursing
 Fiona Ross HR Business Partner
 Presented by: Joanne Twist, Director of Workforce Development
 Purpose of Report: For approval

BAF Ref	Impact on BAF
4	The report provides assurance that progress is being made against our Equality and Diversity objectives

1. Executive Summary

The document attached in Appendix 1, outlines the Trust's Equality Objectives prioritised by the Trust's Equality and Diversity Steering Group for the year 2018-19, and it is designed to complement EDS2. The Trust's 2018-2019 Equality and Diversity Objectives and action plan result from: an in-depth analysis of progress to date with our Equality Delivery System (EDS), a review of EDS2 goals and outcomes, Staff Survey Results, WRES data and the requirements of the Equality Act (2010) including the Public Sector Equality Duty (PSED).

Our current Equality and Inclusion Strategy 2015 – 2018, is due to be reviewed. However due to the pending EDS3 publication and a collaborative approach to a joint Equality Objective Plan from January 2019 onwards led by the Merseyside CCGs, the revised Strategy may have to be delayed until later in quarter four. Both the staff and patient E&I leads are active members of the collaborative working group.

Our review of our EDS2 grading report and action plan has been undertaken by the Equality and Inclusion Group and reviewed externally by the Senior Governance Manager for Merseyside CCGs and will be published on our website in accordance with our reporting requirements.

In addition our approach and plans have been reviewed and commended by the E&I STP Lead in supporting the STP collaborative work streams.

2. Background

The Equality Delivery System

NHS England's EDS2 prompts the partnership working that has been developed with patients, members of the public and NHS staff to enable us to continually review our equality performance and identify actions and initiatives that can be prioritised for the future.

There are four Goals within the current EDS2, which relate to 18 grading outcomes, found below.

1. Better health outcomes
2. Improved patient access and experience
3. A representative and supported workforce
4. Inclusive leadership

All NHS Trusts are required to measure EDS2 progress through a series of inter-related steps, such as governance arrangements and leadership commitment. Within this action plan we provide an overview of equality within the Outcomes across the 9 protected characteristics outlined by the Equality Act: age; disability; gender reassignment; marriage/ civil partnership; pregnancy/ maternity; race; religion/ belief; sex; and sexual orientation (see appendix 2)

3. Key progress updates

The E&I Group meet quarterly and report bi-annually to People Committee and QPFEC with annual updates to the Board. Key progress to note against our Equality Action Plan for 2015-18 include:

Staff related;

- Equality Impact Analysis (EIA)- website page launched with guidance and templates to support managers with EIA desk topping and full EIA template. Blended learning was provided with its launch.
- Merged the QIA and EIA process for all Cost Improvement Programme's, which are reviewed at BTSG
- Board development session held with Andy Woods
- BAME Group established
- Positive WRES feedback in the Staff Survey 2017
- Bespoke interview skills training for BAME staff
- Revised recruitment training to include values based recruitment and unconscious bias
- Targeted BAME Leadership development supported
- Leadership Strategy launched
- Championed the RCN Cultural Ambassador Programme
- Equality, Inclusion and Human Rights Training 93% compliant for all staff
- Staff Disability Awareness session held with Disability Champions being identified
- Working with the Regional Network to support Staff Regional Equality Networks
- Staff access to breast feeding facilities

Patient related:

- Patient Family Centred Care – 6 steps
- Care Partner programme
- Open visiting
- Home visits for patients with dementia and LD
- EIAs undertaken on new builds
- Depository for case studies now on the website
- Accessible information standards across the Trust
- Patient information Booklet in easy read format and letter templates for OPD
- Hearing loops
- External review undertaken by the Deaf Society, Blind Society due to visit this year
- Speak out Safely for staff, patients and families

- Community patient work streams we are involved in include: cardiac rehab in the Asian community, spirometry, homelessness patients, drugs and alcohol services in Knowsley
- New HCAs on the ward to support newly diagnosed cancer patients
- Health Watch Listening Events
- Quarterly Patient Forums
- Active member on the neighbourhood community services Transgender Regional Group
- Will introduced gender neutral bathrooms in the MRI new build new Cath Lab

4. Risks

The main risks associated with equality and inclusion is ensuring both our patient and staff data captures all the protected characteristics to ensure our analyses and support is targeted appropriately and staffing capacity to support all the regional work groups.

5. Conclusion

The E&I Group have reviewed the EDS2 grading scheme and have had this ratified externally. The group will now take forward the associated action plan for 2018-19 and progress will be reported quarterly to the Trust Equality and Inclusion Steering Group and to the People Committee and Quality and Patient and Family Experience Committee twice annually. An assurance report will be made to the Board of Directors annually against the Equality Objectives.

6. Recommendations

The Board of Directors is asked to note the contents of the paper and approve the Equality Objectives Action Plan for 2018-19 (Appendix 1) and EDS2 Grading Report (Appendix 2)