

Equality Report July 2011

Background:

Bradford District Care Trust has undergone major change over the last few months with Bradford and Airedale Community Health Services becoming integrated within the existing mental health and learning disabilities services in April this year.

The Trust has now expanded to have a total of around 4065 staff delivering a range of services that spans mental health, learning disabilities and a range of community services.

The Trust and staff are committed to equality, diversity and human rights for staff, service users and stakeholders.

Our Vision...

...is to be one of the country's leading providers of integrated health and social care services. As a provider of choice we aim to:

- improve lives through delivery of high quality care
- work in partnership across our diverse communities
- be available locally to meet individual needs
- achieve excellence in service user experience

Introduction:

This report aims to give an overview of equality work in one document across all Bradford District Care Trust services. Throughout the document there are links to other pieces of information that help to build a picture of equality within the Trust.

Where there is ongoing work this is explained along with our plans for future developments in equality and ongoing compliance with the Equality Act 2010.

Workforce:

Bradford District Care Trust has a workforce of 4065 staff. The data available is collected through the Electronic Staff Record and is broken down into equality characteristics and analysed then regularly by Human Resources. The information is used to inform business planning and workforce development.

Links are made with voluntary sector partners supporting and representing equality strand groups and plans are to involve more of these groups in the Equality and Human Rights Review Panel so that they can play a role in scrutinising and advising on performance and progress.

At present the Equality and Human Rights Review Panel covers mental health, learning disability and some directorates. These care groups and directorates are asked to use the data provided about the workforce to plan

equality objectives. It is planned that this process will be reviewed and then expanded accordingly to cover all of the Bradford District Care Trust services.

To view the most recent and approved full workforce data reports and to compare progress over time please visit <http://www.bdct.nhs.uk/equalityanddiversity/ourworkforce-information/> There is also an annual workforce report http://www.bdct.nhs.uk/wp-content/uploads/Workforce-Data-2010-11_1.pdf

There are reports available for July 2011 showing the integrated workforces which are currently being data checked. Once uploaded, these will be published within the workforce section.

In addition to this there has been work undertaken in preparation for the Equal Pay specific duty. To view the Trusts Equal Pay Policy and Procedure please visit <http://www.bdct.nhs.uk/equality-diversity/equality-schemes/Equal-Pay-Policy-and-Procedure.pdf>

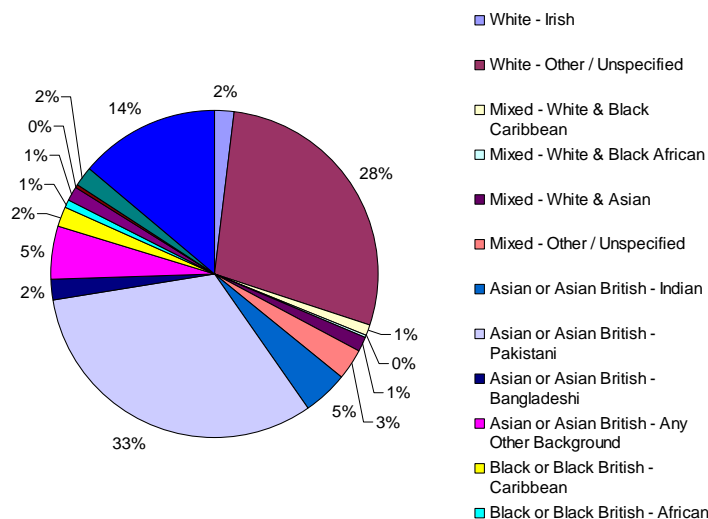
An analysis of reasonable adjustments made was undertaken as part of the Disability Equality Scheme Review in 2010. This is published on the Bradford District Care Trust website.

Service User Profile:

The service user equality profile has been collected and analysed for mental health and learning disability services prior to April 1st when the community services joined Bradford District Care Trust on a quarterly basis. This information has been collected through RiO the electronic record system and circulated to care group service governance groups for use in service development and improvement.

A sample of this information is provided below:

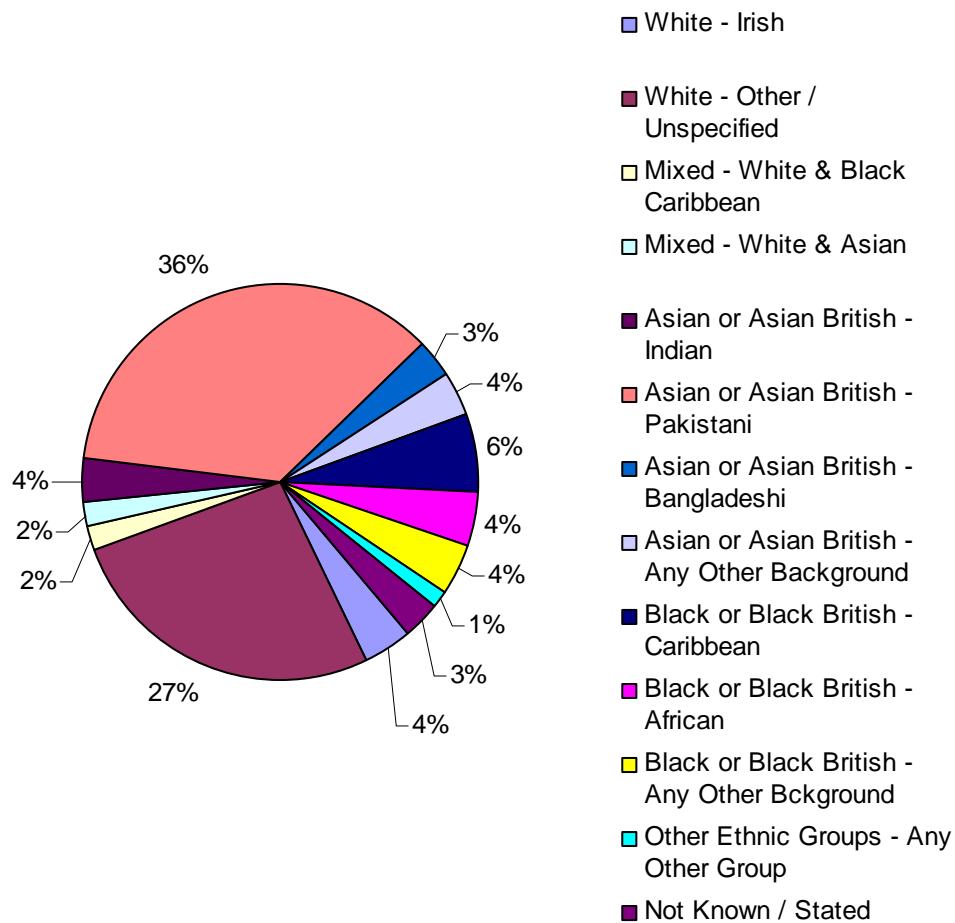
Community Mental Health and Learning Disability Service User Profile – Ethnicity



Please note this chart looks at minority ethnic communities. The figures for White – British are not included so that the chart is easier to read. The number of White – British Community Mental Health and Learning Disability Service Users was 8710 or 66.33%.

There is a detailed ethnic code chart available but this has not been published as the number of service users is so low the data can become identifiable.

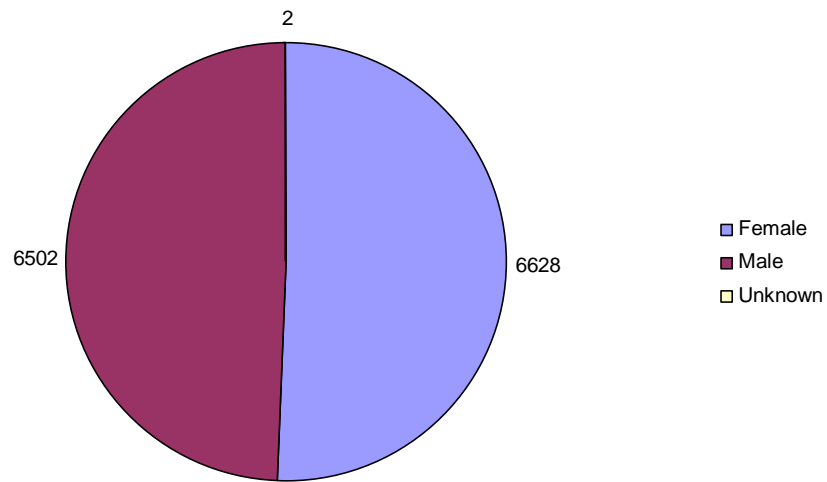
Inpatient Mental Health and Learning Disability Service User Profile – Ethnicity



RiO data Quarter 4 2011

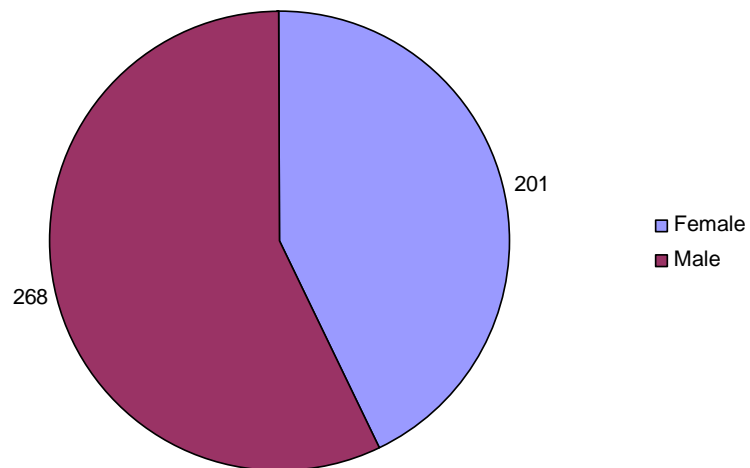
Please note this chart looks at minority ethnic communities. The figures for White – British are not included so that the chart is easier to read. The number of White – British Community Mental Health and Learning Disability Service Users was 309 65.88%

Community Mental Health and Learning Disability Service Users – Gender



RiO data Quarter 4 2011

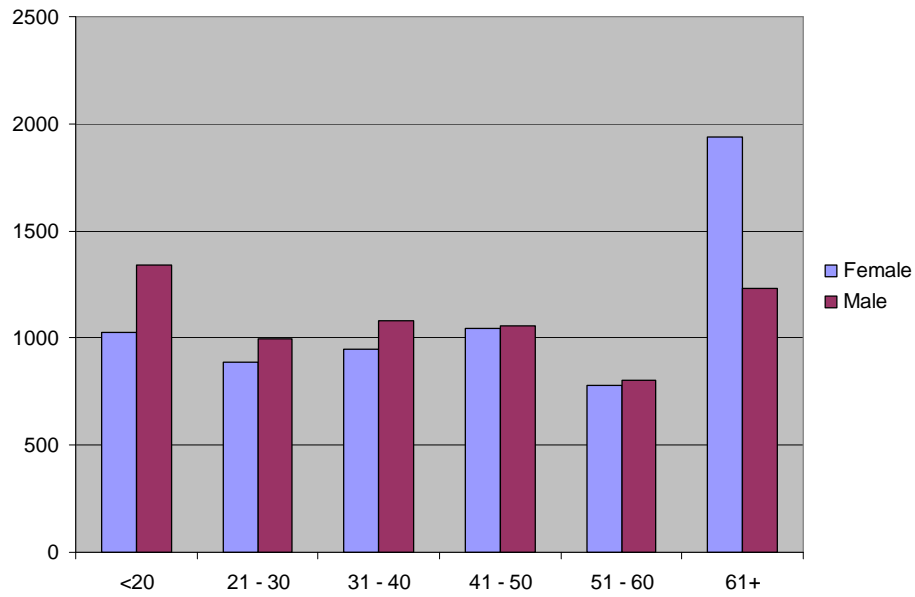
Inpatient Mental Health and Learning Disability Service User Profile – Gender



RiO data Quarter 4 2011

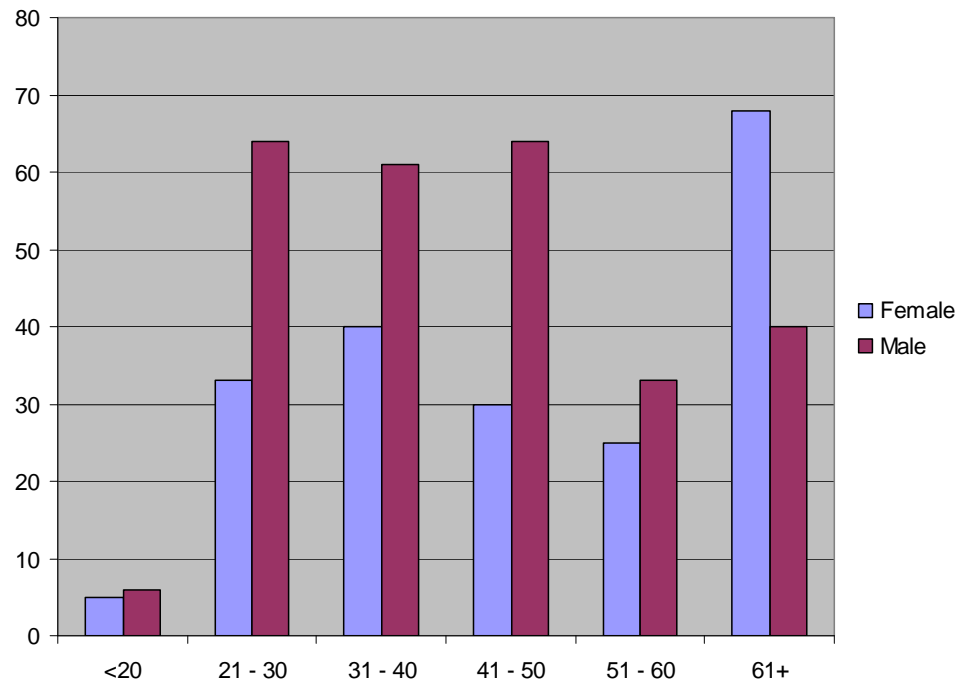
221 females and 241 males disclosed that they considered themselves to have a disability. 6 inpatients disclosed that they considered themselves to have a disability.

Community Mental Health and Learning Disability Service Users – Age



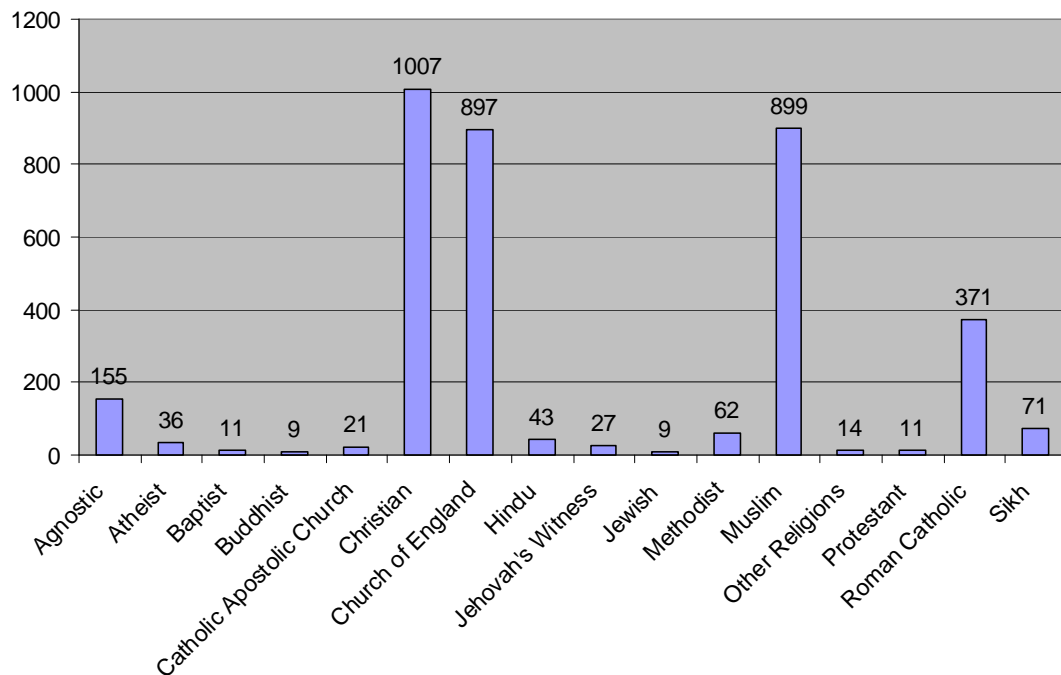
RiO data Quarter 4 2011

Inpatient Mental Health and Learning Disability Service User Profile – Age



RiO data Quarter 4 2011

Community Mental Health and Learning Disability Service Users – Religion or Belief

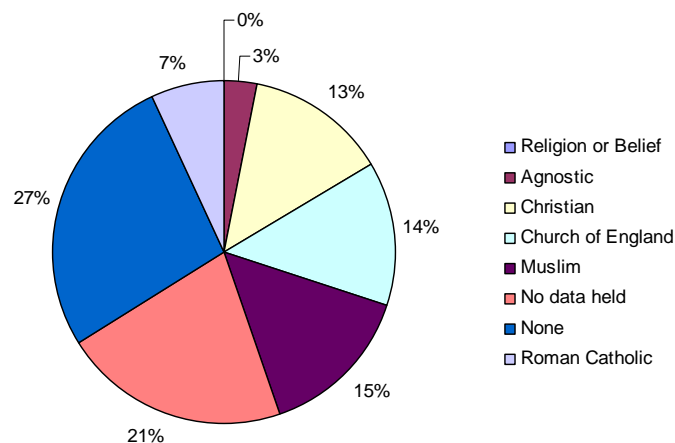


RiO data Quarter 4 2011

5227 service users reported their religion or belief to be 'none' 4161 service users records had the religion or belief field as 'No Data Blank'.

There were 23 other religions or beliefs listed within the data but the number of service users stating that was their religion or belief was 8 or less and so was not reported here as number were low and data could be identifiable.

Inpatient Mental Health and Learning Disability Service User Profile – Religion or Belief



RiO data Quarter 4 2011

There were 13 other religions or beliefs listed within the data but the number of service users stating that their religion or belief was 8 or less and so was not reported here as numbers were low and data could be identifiable.

Sexual Orientation data is not currently reported systematically enough to report. There are plans underway to improve data collection and use.

In addition to this mental health and learning disabilities care groups receive a break down of the data at ward and community team level.

This information and its use is monitored at the Equality and Human Rights Review Panel on a 6 monthly basis.

There are plans to expand this data collection process to the community services that joined Bradford District Care Trust on the 1st April 2011. Data is collected using a different system (System One), plans are in place to establish a system for collecting and using equality data and to train staff accordingly.

In addition to these plans we have included the collection and use of equalities data within the Quality Account. For more information on this visit <http://www.bdct.nhs.uk/wp-content/uploads/Quality-Account-2010-11-.pdf>

The Count Me In Census provides a comparison across mental health and learning disability inpatient services of service user equality profiles. These can be accessed via <http://www.cqc.org.uk/guidanceforprofessionals/mentalhealth/countmeincensus/countmeincensus2010.cfm>

The Bradford District Care Trust website posts a range of information about the work undertaken to further the aims of the duty. Some of this information can be found in Trust Board papers via <http://www.bdct.nhs.uk/who-we-are-what-we-do/our-trust-board/> or in the Improvement and Innovation section via <http://www.bdct.nhs.uk/service-improvement-innovation-3/>. The Trust also regularly publishes Connections Magazine which highlights projects and initiatives, these can be downloaded and viewed via <http://www.bdct.nhs.uk/news-publications/connections/>

Local Community Profile:

Bradford, Airedale and Craven have diverse and varied communities within them. Throughout the year the service user and staff profiles are considered alongside the community profile to measure where certain groups are over or under-represented within services.

The Bradford District Care Trust Single Equality Scheme which covers mental health and learning disabilities services provides a headline analysis of this data. To read the Single Equality Scheme visit <http://www.bdct.nhs.uk/wp-content/uploads/Single-Equality-SchemeBRANDED.pdf>

There is also an annual report uploaded onto the Equality section of the Bradford District Care Trust detailing community analysis.

The Single Equality Scheme ends in 2011 and plans are underway to work in partnership with other local NHS organisations and our stakeholders to develop a strong evidence base and set of objectives for equality for the next 4 years. These will be ready for publication in April 2012. To get involved in shaping these objectives contact the Involvement and Equality Team on 01274 363486.

Equality Analysis:

Equality Analysis is undertaken across the Trust to assess equality impact as part of service developments and review. There are examples of this work published on the website. These can be viewed via <http://www.bdct.nhs.uk/equalityanddiversity/equality-impact-assessments/>

Governance Processes:

As described above the Trust has an Equality and Human Rights Review Panel which checks progress and sets targets for equality. Each mental health and learning disabilities care group and Trust directorate presents their self assessment of progress to a trained panel representing the equality characteristics on a 6 monthly basis.

The Trust Board's Service Governance Committee receives a progress update on equality every 6 months.

The Trust Board receives training related to equality regularly.

Future Plans:

With the development of the Equality Delivery System Bradford District Care Trust is working in partnership with other local NHS organisations to look at equality evidence with stakeholders and agree a set of priorities for each organisation to embed into their Equality Objectives. A draft of these objectives will be presented to Service Governance Committee for approval in January 2012. The Trust will also use this partnership to help agree our rating for equality using the Equality Delivery System Framework.