

## Equality Delivery System Summary Grades for Bradford District Care Trust December 2014

### Goal One Better Health Outcomes for all

	Age	Disability	Gender Reassignment	Marriage & Civil Partnership	Pregnancy & Maternity	Race	Religion or Belief	Sex	Sexual Orientation	Overall Grade
1.1 Services are commissioned, designed and procured to meet the health needs of local communities, promote well-being, and reduce health inequalities										
2013	achieving	achieving	achieving	n/a	developing	achieving	achieving	achieving	achieving	achieving
2014	achieving	achieving	developing	n/a	achieving	achieving	achieving	achieving	developing	achieving
1.3 Transitions from one service to another, for people on care pathways are made smoothly with everyone well informed.										
2013	achieving	achieving	developing	n/a	developing	achieving	developing	achieving	developing	achieving
2014	achieving	achieving	n/a	n/a	achieving	achieving	achieving	achieving	developing	achieving

#### Exception report:

- The perinatal mental health action plan and the Complex Care Mental Health unit were seen as big improvements in women's access to mental health.
- Improvements for LGBT equality groups were seen as being on hold due to the emphasis put on the other equality strands that had equality objectives attached to them. The work to develop a LGB staff wellbeing plan within the workforce in May will boost this grade for 2015 and the emphasis on training, development of care pathways and the Policy review for Trans equality will have an impact in reporting for 2015.

#### Actions:

- A focus on LGBT equality for 2015. Specific development of the gender reassignment care pathway, Trans Equality Policy and training.
- Partnership working to further develop the Perinatal Care Action Plan.

## Goal Two Improved Patient Access and Experience

	Age	Disability	Gender Reassignment	Marriage & Civil Partnership	Pregnancy & Maternity	Race	Religion or Belief	Sex	Sexual Orientation	Overall Grade
2.1: Patients, carers and communities can readily access services, and should not be denied access on unreasonable grounds										
2013	achieving	achieving	achieving	n/a	achieving	achieving	achieving	developing	achieving	achieving
2014	n/a	achieving	n/a	n/a	Achieving	Achieving	n/a	achieving	n/a	achieving
2.2: Patients are informed and supported to be as involved as they wish to be in their diagnosis and decisions about their care, and to exercise choice about treatments and places of treatment										
2013	Achieving	Achieving	Achieving	n/a	achieving	developing	achieving	achieving	developing	developing
2014	n/a	n/a	n/a	n/a	n/a	developing	n/a	n/a	n/a	developing

### Exception report:

- The objectives relating to access and experience did not include those protected characteristics that are marked n/a, they have not been included in the grading process. Representatives from those groups were involved in the discussion and the outcome of that will be included in the review of objectives in 2015.

### Actions

- To analyse the Friends and Family Test data by equality strand.

## Goal Three Empowered, engaged and well supported staff

	Age	Disability	Gender Reassignment	Marriage & Civil Partnership	Pregnancy & Maternity	Race	Religion or Belief	Sex	Sexual Orientation	Overall Grade
3.1: Fair NHS recruitment and selection processes lead to a more representative workforce at all levels, occupations and grades.										
2013	achieving	developing	developing	achieving	achieving	developing	developing	Achieving	developing	developing
2014	n/a	n/a	n/a	n/a	n/a	achieving	n/a	n/a	n/a	achieving
3.3: Training development opportunities are taken up and positively evaluated by all staff										

2013	achieving	developing	achieving	achieving	achieving	Achieving	Achieving	achieving	achieving	achieving
2014	n/a	n/a	n/a	n/a	n/a	developing	n/a	n/a	n/a	developing
3.4: When at work staff are free from abuse, harassment, bullying and violence from any source										
2013	achieving	achieving	achieving	achieving	achieving	developing	developing	developing	developing	achieving
2014	developing	developing	developing	developing	developing	developing	developing	developing	developing	developing
	Age	Disability	Gender Reassignment	Marriage & Civil Partnership	Pregnancy & Maternity	Race	Religion or Belief	Sex	Sexual Orientation	Overall Grade
3.6: Staff report positive experiences of their membership of the workforce										
2013	developing	developing	achieving	achieving	achieving	achieving	achieving	developing	developing	developing
2014	developing	developing	developing	developing	developing	developing	developing	developing	developing	developing

### Exception Report

- The equality objective relating to 3.1, 3.3 is 'Reduce inequalities experienced by BME staff and job applicants' therefore information about this group was graded. Information about all other protected characteristics performance was presented and discussed to inform the development of objectives for 2016 and the work to ensure compliance with the Equality Act 2010.
- Although there was no specific objective for 3.3 and 3.6 the steering group agree to look at all equality strands for this outcome. For all protected characteristics differences in response to the questions relating to this outcome were identified resulting in a developing grade.

### Actions

- Further investigations and action to be taken regarding the inequalities identified for men and disabled staff.

## Goal Four Inclusive Leadership at all levels

	Age	Disability	Gender Reassignment	Marriage & Civil Partnership	Pregnancy & Maternity	Race	Religion or Belief	Sex	Sexual Orientation	Overall Grade
4.1: Boards and senior leaders conduct and plan their business so that equality is advanced, and good relations fostered, within their organisations and beyond										
2013	achieving	achieving	achieving	achieving	achieving	achieving	achieving	developing	achieving	achieving
2014	developing	developing	developing	developing	developing	developing	developing	developing	developing	developing
4.3: Middle managers and other front line managers support their staff to work in culturally competent ways within a workplace free from discrimination										
2013	Ungraded	Ungraded	Ungraded	Ungraded	Ungraded	Ungraded	Ungraded	Ungraded	Ungraded	ungraded
2014	developing	developing	developing	developing	developing	developing	developing	developing	developing	developing

### Exception Report

- The objective linked to 4.1 is 'Increase the diversity of boards and their understanding of equality issues'. Although acknowledgement was noted by the panel about the commitment to diversity through the BME Diversity in Employment Strategy the panel graded this amber – developing as a result of the Board make up.
- This outcome has changed. It was previously related to organisations using the equality competency framework which at the Trust we had not implemented therefore it was ungraded. The BDCT self assessment for this outcome was achieving for all groups as a result of positive CQC feedback and the HSJ top 100 score. This was down graded by the panel as a result of the individual pieces of evidence relating to the staff survey.

### Actions

- Cultural competence session for the Board as programmed to include discussions about representative Boards.
- Report on the % of BME nominations for Council of Governors.