

Equality, Diversity and Inclusion

Quarter 3 Update

October 2018

Equality Objectives 2016 - 2020

The Trust has a set of 9 Equality Objectives which are agreed with the community, staff and our NHS partners. These cover the priorities identified through the Equality Delivery System Process <https://www.england.nhs.uk/about/equality/equality-hub/eds/>



The Objectives link to the equality protected characteristics of Race, Disability, Age, Sexual Orientation and Gender. They can be found here <https://www.bdct.nhs.uk/wp-content/uploads/2016/12/Equality-Objectives-2016-2020.pdf>

Equality Delivery System (EDS) Performance Assessment

In January 2019 the EDS performance process runs again to provide local communities, staff, service users and partners the chance to have their say on how the Trust is meeting the equality objectives and the Equality Act 2010 Duties.

Over the next few months Business Units and Corporate Teams will be asked to start collecting evidence on the impact and outcomes of their equality work.

The 2018 grades can be found here <http://www.bdct.nhs.uk/wp-content/uploads/2018/06/Appendix-5-Equality-Delivery-System-Performance-Grades.pdf>



Launch of the Equality, Diversity and Inclusion Workforce Strategic Reference Group

In September 2018 the Trust held the first *Strategic Reference Group* to support and oversee delivery of the Equality, Diversity and Inclusion Workforce Strategy.

The Strategy aims to **reduce inequality** that staff experience whilst working in the Trust relating to career progression, their satisfaction and experience of bullying, harassment and abuse.

The **CQC Equally Outstanding Good Practice Resource** makes a clear link between these elements of staff satisfaction and outstanding quality of care. In Trusts where protected equality groups feel that satisfied, involved, valued and safe at work the quality of care is better.

All Business Units and Corporate Directorates are represented and will work to ensure the strategy is fully embedded at all levels of the Trust.

Workforce Equality

Key thoughts and Priorities agreed at the group for this quarter are as follows:

- Equality needs to be a **drum beat** within the organisation; everyone's responsibility, a celebration of diversity and open discussions about inequality and inclusion that lead to cultural change.



- To identify and promote **ambassadors and role models** for the strategy to help keep the key messages real and constant.
- To share the data driving the strategy widely.
- Business Units and Corporate Directorates are **setting their own priorities** linked to the equality objectives.
- Developing screensavers, e-communications, briefings that **celebrate diversity** and update on the work of the strategic reference group.

For more information or to become an ambassador or role model please contact lisa.wright@bdct.nhs.uk

Key Equality Trust Data

The Staff Survey - Annually we analyse our staff survey for differences in how staff from equality protected characteristics are answering questions on their job satisfaction, progression and levels of abuse.

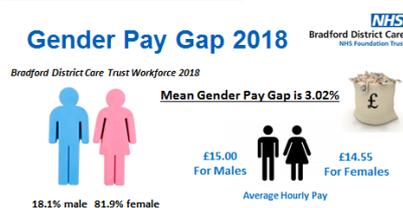
The 2017 analysis shows significant negative differences in how BAME Staff, Disabled Staff, Male Staff and LGB Staff responded. The summary can be found here:

<http://connect.bdct.local/workforcedevelopment/Documents/Staff%20Survey%20Equality%20Analysis.pdf>

Workforce Race Equality Standard - In August 2017 the Trust reported the WRES data for the fourth time. The data shows that even though a large amount of work has been happening to improve the experience and career progression of BAME staff the gaps in the key measures have increased in 2018 for the first time in 4 years. A full analysis of the data over that period is available here <https://www.bdct.nhs.uk/wp-content/uploads/2018/01/WRES-appendix-1.pdf>

Grievances and Disciplinarys – To identify trends and the actions required to address the disproportionate number of BAME staff entering into disciplinary processes a study of the past two years grievances and disciplinarys was carried out. The analysis found that more BAME staff are raising grievances that are upheld. There is no trend on where those grievances are coming from and for the reason for the grievance. For disciplinarys 84% were from Mental Health Services and 77% from Inpatient Mental Health. In addition; a disproportionate number were relating to temporary and band 2 and 3 staff. The analysis can be found here [\[insert link\]](#).

Gender Pay Gap - On 8th March 2018 BDCFT published its Gender Pay Gap. This was a requirement of the Equality Act 2017 Regulations. The Mean Gender Pay Gap is 3.02% and the Mean Bonus Gender Pay Gap is 37.08%. The full report into this data is available here <https://www.bdct.nhs.uk/wp-content/uploads/2018/02/Item-13-Gender-Pay-Gap-Feb-Board-Paper-FINAL.pdf>



Equality of Care – The following Equality Objectives are in place to tackle inequality for service users and carers.

1. Implement the Accessible Information Standard (AIS)

This standard asks NHS staff to do 5 things when delivering care to improve the access, experience and health outcomes of service users that have **Visual and Sensory Impairments or Learning Disabilities**. They are:

- 1) Ask patients/service users if they have any information or communication needs, and find out how to meet their needs,
- 2) Record those needs in a set way using the appropriate clinical system,
- 3) Highlight a patients/service's clinical file in such a way that they have information or communication needs, and clearly explain how those needs should be met.
- 4) Share information about a person's needs with other NHS and adult social care providers, when they have consent or permission to do so,
- 5) Make sure that people get information in an accessible way and communication support if they need it.

Resources to support staff in doing this are located her;

<http://connect.bdct.local/ourorganisation/ourservices/AccessibleInformationStandards/default.aspx> National resources including e-learning are available here;

<https://www.england.nhs.uk/ourwork/accessible/info/resources/>

Trust performance is measured on the number of new referrals that have be asked recorded in Systm1 every six months. The last set of data showed that only 2.2% of new referrals had their AIS recorded. **This is a focus for improvement in Quarter 3 and 4.**

2. Improving Access and Experience of BAME Service Users

Interpreting Project - In Bradford over 125 different languages are spoken by local people. In Wakefield 11% of the community are from a minority ethnic background.

Good communication between service users and health care staff can make the difference for service users between a good and bad patient experience. The Trust is committed to ensuring that language does not become a barrier to communication, access to health care or health outcomes.

In 2017/18 the Trust supported service users and carers with over 17,000 hours of interpreting at a cost of over £500,000.

The project is; piloting the introduction of telephone and video interpreting which is cost efficient and offers instant access to interpreters when required, reducing the number of cancelled interpreting sessions which cost £20,000 in 2017/18, reducing the amount of under-utilised time which cost the Trust £133,000 in 2017/18 by block booking interpreters and looking to include interpreting as a staff bank offer.

For more information visit

<http://connect.bdct.local/hr/Pages/Interpreting.aspx>