

Meeting of the Board of Directors - **Public** 14 July 2022

Paper title:	Public Sector Equality Duty Report 2021/22	Agenda item 26
Presented by:	Bo Escritt and Lisa Wright Head of Equality, Diversity and Inclusion	
Prepared by:	Bo Escritt and Lisa Wright Head of Equality, Diversity and Inclusion	

Purpose of the report		
The attached Public Sector Equality Duty Report 2021/22 gives a public summary and account of the work that the Trust is doing to meet the Equality Act 2010 and comply with the Public Sector Equality Duty.	For approval	X
	For discussion	
	For information	

Executive summary		
<p>The Equality Act 2010 states that public authorities must comply with the Public Sector Equality Duty. The Public Sector Equality Duty is a duty on public authorities to consider and think about how their policies and decisions affect people with protected characteristics and publish how they are addressing inequality.</p> <p>The Public Sector Equality Duty Report 2021/22 gives a snapshot of some of the equality work going on across the Trust to address inequality and promote equality for all – for our staff and service users. The report acknowledges the great equality work taking place across the Trust as well as recognises we still have a long way to realise our full equality ambitions. *NB The latest WRES data was not available at the time of preparation of this report and therefore preparation of the WRES actions plan needs to be developed.</p>		
Do the recommendations in this paper have any impact upon the requirements of the protected groups identified by the Equality Act?	State below 'Yes' or 'No'	If yes please set out what action has been taken to address this in your paper
	Yes	The Public Sector Equality Report 2021/22 provides assurance that the Trust is working towards its EDI ambitions

Recommendation

The Board of Governors is asked to:

- Take assurance from the PSED report that the Trust is complying and fulfilling its equality duties and beyond
- The Board of Governors approves the report and the publishing of the PSED report on the BDCFT public website.

Strategic vision				
Please mark those that apply with an X				
Providing excellent quality services and seamless access	Creating the best place to work	Supporting people to live to their fullest potential	Financial sustainability growth and innovation	Governance and well-led
X	X	X		X

Care Quality Commission domains				
Please mark those that apply with an X				
Safe	Effective	Responsive	Caring	Well Led
X	X	X	X	x

Relationship to the Board Assurance Framework (BAF)	The work contained with this report links to the following strategic risk(s) as identified in the BAF: <ul style="list-style-type: none"> • SO4: To empower all staff to be leaders within an open culture in line with our values and aspirations for inclusivity and diversity. • SO1: To engage with our patients and service users, ensuring they are equal partners in care delivery • SO5: To value partnership ensuring that we collaborate to deliver maximum impact on health inequalities
Links to the Strategic Organisational Risk Register (SORR)	The work contained with this report links to the following corporate risk(s) as identified in the SORR: <ul style="list-style-type: none"> • 2495 – Potential loss of workforce to neighbouring trusts.
Compliance and regulatory implications	The following compliance and regulatory implications have been identified as a result of the work outlined in this report: Equality Act 2010. <ul style="list-style-type: none"> • Assurance of compliance with the Equality Act 2010, PSED, NHS Workforce Equality Standards and Accessible Information Standard.

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