

Report to:	Public Board of Directors	Agenda item:	17
Date of Meeting:	25 November 2020		

Title of Report:	Equality and Diversity Update Report
Status:	For information
Board Sponsor:	Claire Radley, Director for People
Author:	Victoria Downing-Burn, Deputy Director for People and Gayle Williams, Equality and Diversity Officer
Appendices	Appendix 1: Workplace Disability Equality Standard (WDES) Action Plan 2020-21 Appendix 2: Workplace Race Equality Standard (WRES) Action Plan 2020-21

1. Executive Summary of the Report
<p>Equality, Diversity and Inclusion are fundamental principles of the Trust's Vision and Goals. Our vision to provide the highest quality of care; delivered by an outstanding team who all live by our values requires an organisation that is diverse, respectful and inclusive.</p> <p>This report provides an overview of our performance in the last 12 months, the response to the pandemic through an equality and diversity lens, the challenges faced, and plans for the remainder of the financial year.</p> <p>The report highlights good compliance with the regulated / legal activities required of the Trust; it documents the impact of Covid-19 on promoting and progressing aspects of the Inclusion agenda; outlines the way in which diversity and inclusion are being considered as part of the national NHS People Plan.</p> <p>Equality Impact Assessments are also being conducted in development of strategic work programmes such as Phase 3 and HIP2.</p>

2. Recommendations (Note, Approve, Discuss)
The Board is asked to note the progress and approve the WDES and WRES action plans 2020-21 in the context of the Trust Strategy and the national NHS People Plan.

3. Legal / Regulatory Implications
The Trust has a statutory obligation under the Equality Act 2010 to publish information to demonstrate compliance with the Public Sector Equality Duty at least annually and is further required to publish the results of the annual WRES and WDES data collection and subsequent action plans and the results and outcome of the gender pay audit conducted annually.

4. Risk (Threats or opportunities, link to a risk on the Risk Register, Board Assurance Framework etc)		
Workforce risks associated with this report are monitored through the Diversity and Inclusion Steering Committee		
<table border="0"> <tr> <td>Author: Victoria Downing-Burn, Deputy Director for People, Gayle Williams, Equality and Diversity Officer Document Approved by: Claire Radley, Director for People Agenda Item: 17</td> <td>Date: 17 November 2020 Version: Final</td> </tr> </table>	Author: Victoria Downing-Burn, Deputy Director for People, Gayle Williams, Equality and Diversity Officer Document Approved by: Claire Radley, Director for People Agenda Item: 17	Date: 17 November 2020 Version: Final
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5. Resources Implications (Financial / staffing)

The HR team is reviewing the current budget allocations for E, D and I as the requirements - both culturally at Bath and from national compliance – increase year on year.
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6. Equality and Diversity

This report supports equal opportunities for all staff.

7. References to previous reports
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WRES Report 2020 WDES Report 2020 Gender Pay Gap Report 2020 EDS2 Update to People Committee, May 2020

8. Freedom of Information

Public

Equality and Diversity Update Report

1. Introduction

Equality, Diversity and Inclusion are fundamental principles of the Trust's Vision and Goals. Our vision to provide the highest quality of care; delivered by an outstanding team who all live by our values requires an organisation that is diverse, respectful and inclusive.

In being able to provide the best care possible, our workforce needs to be aware, capable and competent in supporting and caring for all people. Our workforce has to reflect the people who come to request help and support.

Within our strategy framework our goals show our ambition to be a listening and compassionate organisation. An organisation that is an outstanding place to work, is working to strengthen our community and be sustainable. All of these ambitions can be better achieved through an inclusive environment where difference is welcomed and sought as part of our future plans.

Underpinning these ambitions are our Trust values and 'Everyone Matters' speaks clearly of treating people as individuals, respecting their views and choices with dignity. It reminds us to be calm and reassuring, to show empathy and compassion and to recognise the contributions that people make.

The arrival of the NHS People Plan, led by Prerana Issar, Chief People Officer for the NHS, has placed greater focus on this agenda as has Covid-19 pandemic.

This report provides an overview of our performance in the last 12 months, the response to the pandemic through an equality and diversity lens and plans for the remainder of the financial year.

2. Statutory and legal obligations

The Trust has continued to fulfil its statutory obligations in respect of producing and publishing an Annual Gender Pay Gap Report and the Workforce Race Equality and Disability Equality Standards (WRES and WDES); the subsequent action plans from these have been developed with the Trust's Staff Networks. For full details please refer to the individual reports presented to the Board earlier this year, available on the Trust's Equality and Diversity internet pages. The WRES and WDES action plans are attached at Appendix 1 and 2 for approval.

Alongside these reports the Trust uses the Equality and Diversity Systems (EDS2) to help discussions with local partners and communities to review and improve our performance for people with characteristics protected by the Equality Act 2010.

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The Equality Delivery System (now EDS2) was commissioned by the national Equality and Diversity Council in 2010 and launched in July 2011. It is a system that helps NHS organisations improve the services they provide for their local communities and provide better working environments, free of discrimination, for those who work in the NHS.

By using the EDS2 we are better able to deliver on the Public Sector Equality Duty and the requirements of the Equality Act 2010.

The Trust reviews the four Equality Goals set out within EDS2 as seen below:

- Goal 1: Better Patient Outcomes
- Goal 2: Improved Patient Access and Experience
- Goal 3: A supported and representative workforce
- Goal 4: Inclusive Leadership

These goals are usually reviewed in partnership with our community, staff and patients. Due to Covid-19 the annual inclusion event has been postponed. However, the Diversity and Inclusion Steering Committee (DISCO) reviewed the Trust's objectives around goal 2, Improved Patient Access and Experience and the importance of robust equality and health inequality impact assessments to help navigate new ways of working which are frequently digital by default.

The objective for goal 4, Inclusive Leadership, was centred around the reverse mentoring programme which, following its success will continue. The focus for this goal will now be centred on wider staff engagement as we adapt to new ways of working.

3. Response to the Covid-19 Pandemic

In response to the pandemic there have been many positive steps to support staff physical and mental well-being, with a range of services offered and developed for support. Included within this is a recognition to provide more inclusive offers for BAME staff, specifically in addition to support those shielding and requiring redeployment. Risk assessments for staff, which include those with protected characteristics, with a higher risk to the virus; (age, gender, ethnicity and disability) were prioritised and rolled out across the Trust. To date 94% of BAME staff have had a risk assessment.

Throughout the pandemic the Staff Networks have been invaluable support to the Trust and their openness and willingness to share their experiences and offer ideas and solutions are commended. The engagement and energy of the networks has increased in recent months with corresponding increases in membership as follows:

- Fusion Increase from 14 to 58 members
- LGBT+ & Allies @RUH from 11 to 67 members

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- Equal Abilities from 10 to 36 members

The intention is to build on this success and grow the networks with a target to double the membership in the next 12 months.

The success of projects such as the rainbow lanyards introduced into the Trust by the LGBT+ and Allies network demonstrate the engagement the networks can bring. Over 2,500 lanyards have been given out to staff in addition to the 2,500 pledges staff have made to the NHS Rainbow badge scheme.

Equality and health inequality impact assessments (EHIAs) have been key to highlighting concerns and finding mitigations for new ways of working with our patients within the pandemic, many of which rely on digital solutions. Engagement from the various work streams and divisions has been high. The Trust needs to work with the local community as we move to different ways of working on a permanent basis to ensure the services we provide are as inclusive as they can be.

4. NHS People Plan 2020-21

Equality and Diversity is at the core of the NHS People Plan and in particular the following strands impact directly on the agenda for equality and diversity:

- Flexible working, (including home working)
- Caring responsibilities
- Overhauling recruitment practices
- Eliminating discrimination in disciplinary practices
- Health and wellbeing of staff
- Model employer targets, (increasing BAME representation at senior levels)

Existing projects such as tackling racism/stand by me and providing reasonable adjustment guidance are already in progress, whilst other plans are currently being developed. To expedite delivery of this work, two 12 month fixed term Inclusion Ambassador posts, offered on a secondment basis, have been advertised with interviews taking place on 7th October.

The Diversity and Inclusion Steering Committee (DISCo), currently a sub-committee of the People Committee, is pleased to report on improvements that have been achieved and serve as testimony to the commitment of all who have worked together to lead and deliver these. The Committee also recognise there is much more to be done and that the Trust is on a journey towards inclusion. The focus for the end of the financial year and beyond will be to deliver on the expectations within the NHS People Plan and to seek innovative ways in which we can engage with the community in delivering the inclusion agenda within the confines of the pandemic.

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5. DISCo update and Next Steps

The DISCo meets quarterly and oversees the implementation of equality, diversity and inclusion work within the Trust and monitors compliance against the legal framework. The group continued to meet throughout the first stages of the pandemic in recognition of the importance of the inclusion agenda.

The focus for the Committee now will be to build on the engagement and momentum of the staff networks, work with the Trust to deliver the NHS People plan objectives and build our networks in the community.

The RUH Bath is on a pathway to improve both work and patient experiences through increased awareness and understanding. This is more important than ever as we work ever harder to make the NHS the best place to work.

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Workplace Disability Equality Standard (WDES) Action Plan 2020-21

The WDES was developed by the Equal Abilities group in response to the WDES indicators in 2020 and will be due a refresh following the publication of the WDES 2021 in July/August.

WDES Indicator	Action	Timescale	Lead
	Identify an Exec Lead for disabilities, (was Chief Operating Officer)	Nov 2020	Director for People
1	<p>Improve data quality by increasing self-declaration rates of existing staff regarding disability, reducing the number of 'unknown' status from 18.8% to 10% by:</p> <p>Continue to ensure that new staff and those changing roles complete monitoring data at the point of applying.</p> <p>Develop a mechanism for staff to report new instances of long term conditions and disabilities through return to work process.</p>	<p>Ongoing</p> <p>Ongoing</p> <p>January 2021</p>	<p>Resourcing Manager</p> <p>Head of HR</p>
1	<p>Creating a culture where staff feel encouraged to declare they have a disability, thereby raising the overall self-declaration rate to reflect actual numbers of staff with disabilities/long term conditions.</p> <p>Raising awareness through sharing and promoting stories of staff with disabilities, board stories, network updates, Health and Wellbeing initiatives.</p>	<p>Quarterly review at DISCo</p> <p>Ongoing, quarterly review at DISCo</p>	<p>Equality and Diversity Officer/Equal Abilities Network</p> <p>Exec Lead</p>
8	Launch Reasonable adjustments guidance for managers and staff.	March 2021	Inclusion Ambassadors & Equal Abilities network
9a&b	Promoting the Equal Abilities group and encouraging membership through 'Workplace' and staff engagement events	Ongoing	Equal Abilities network /Equality and Diversity Officer

2	<p>Improve the likelihood of applicants appointed from shortlisting who are disabled.</p> <p>More representative selection processes</p> <p>As part of the diversity calendar share and educate staff and visitors on disabilities and conditions, particularly those that are 'hidden' to increase empathy and understanding. Use staff stories to promote and encourage others to share with their teams</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Trust lead for Recruitment/E quality and Diversity Officer</p> <p>Equal abilities network/diversity calendar working group.</p>

**Workplace Race Equality Standard (WRES)
Action Plan 2020-2021**

The WRES action plan was developed by the Fusion staff network in response to the WRES indicators published in 2020/

	WRES Indicator	Action	Timescale	Lead	RAG
1.	1, 9,7	<p>Visible championing of diversity by the Executive team</p> <p>i.e. during go and see events, speaking to all staff, (not just managers)</p> <p>An Identified Executive Lead for each BAME Initiative/project will be chosen.</p>	<p>Ongoing</p> <p>Ongoing</p>	Director for People	
2.	2-	<p>Staff are equipped and engaged to advance the equality of opportunity for all</p> <p>'Use the fresh eyes' feedback alongside other Trust mechanisms such as equality and health inequality impact assessments to advance equality.</p> <p>Fusion network to be embedded into induction process for new starters as part of their welcome to the Trust.</p> <p>Learning from departments that induct staff well, (i.e. cleaning)</p>	March 2021	Head of HR	
3.	1, 7,9	Maintain reverse mentoring programme, expanding in year 2 to include senior managers and head of departments and ward managers.	Ongoing (2 nd cohort advertised September 2020)	Equality and Diversity Officer	

4.	2, 7	<p>Review and overhaul recruitment processes in line with the NHS people plan with a focus on reducing bias at shortlisting and interview stages.</p> <p>This will include: upskilling BAME staff to take part in interviews.</p> <p>Auditing of interview paperwork</p>		Equality and Diversity Officer and Resourcing Manager	
5.	All	<p>Provide briefings on the WRES (and PSED/ EDS2) and action plan progress to the:</p> <ul style="list-style-type: none"> a) Diversity and Inclusion Steering Committee b) Strategic Workforce Committee c) People Committee 	<p>Quarterly</p> <p>Bi annual</p> <p>Bi annual</p>	Equality and Diversity Officer	

Status tracking		
Complete	Green	G
On plan	Blue	B
Risks slippage	Amber	A
Barriers – not achieved	Red	R