

		Agenda item:	SFT4150
Date of Meeting:	06 December 2018		

Report Title:	Equality, Diversity and Inclusion Report 2018			
Status:	Information	Discussion	Assurance	Approval
				X
Prepared by:	Rex Webb, Diversity & Inclusion Lead			
Executive Sponsor (presenting) :	Paul Hargreaves, Director of Organisational Development and People			





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**Standards and Assurance:**

**Gender Pay Gap**

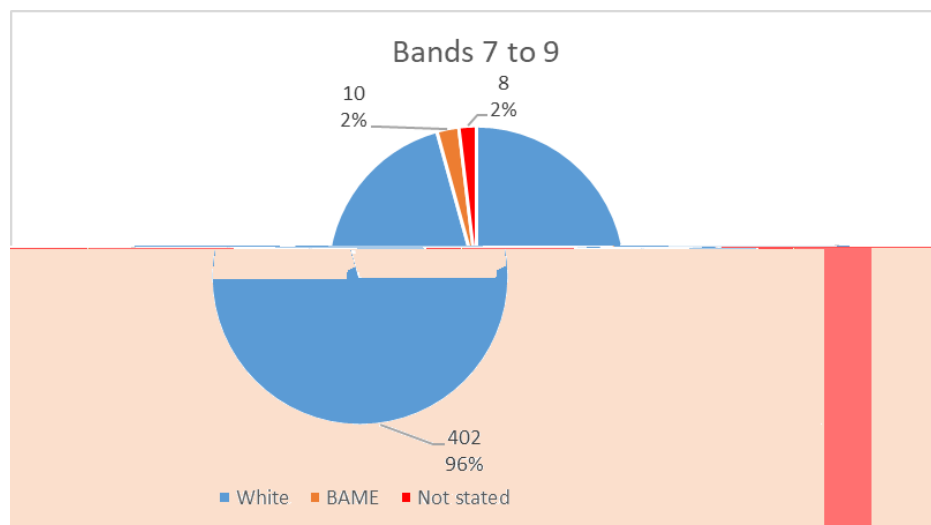
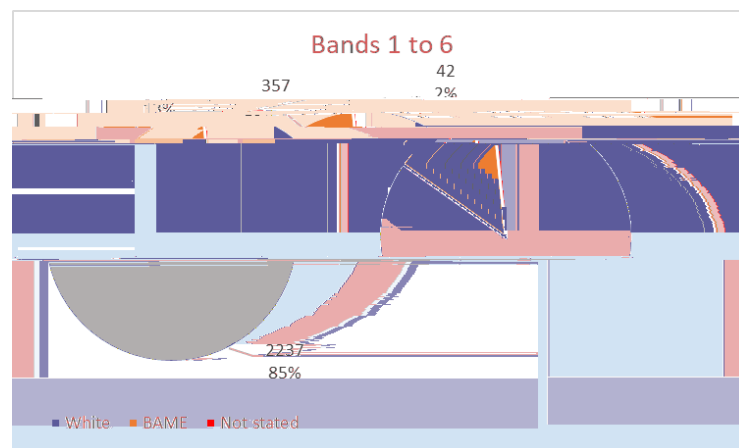
Gender pay difference between all staff including non – AfC.

	<b>Total Salary</b>	<b>Total FTE</b>	<b>Average Salary</b>
Female	£63,449,664		

“Almost 1 in 5 of staff working in the NHS are from BAME (Black, Asian and Minority Ethnic) background, yet we know that the treatment and opportunities that they get in the workplace often do not correspond with the values that the NHS represents.”

The WRES was mandated across the NHS in April 2015 and assists organisations to meet the 5 Year Forward, Developing People & Improving Care, as well as the values set out in the NHS Constitution. The WRES was also part of the Trusts CQC inspections under the Well Led domain in April 2016.

- x evidenced for BAME staff in the NHS; to this end the NHS has launched the WRES. 72% of our BAME staff believes that the Trust provides equal opportunities for career progression or promotion.
- x 13% of the BAME staff completing the survey identified they have experienced discrimination at work in the last 12 months; this compares to 6% of white staff who stated they experienced discrimination.
- x There is a lack of representation of BAME staff at band 7 and above; this is also true at the Trust Board and Governor level.





**Proposed Action:** The Trust is developing a SMART WRES Action Plan for 2018/19. The actions will include;

- x Re-establishing the REACH (BAME) staff support network
- x Identifying and supporting BAME Diversity Champions
- x Identifying a lead BAME Diversity Champion to attend the Trust EDI Steering Group.
- x Developing appropriate EDI training for our people.
- x Reverse Mentoring for the Trust Board and senior leaders.
- x Actions to improve the diversity on the Trust Board and Governors

### **EDS2 – (Equality Deliver System 2):**

The 2015 EDS2 annual review RAG gradings are predominately green coloured which illustrates that the Trust is in the 'achieving' category. In one area we are graded as purple, which is the highest grading colour and illustrates that we are 'excelling' in this particular objective, Outcome 3.2, 'The NHS is committed to equal pay for work of equal value and expects employers to use equal pay audits to help fulfil their legal obligations.' This rating has not changed over the last 2 years.

The final 2015 assessment shows positive examples of good practice, including equality becoming mainstreamed within services and processes at the Trust.

**Proposed Action:** The EDISG (Equality, Diversity and Inclusion Steering Group) will re-assess the Trust position with EDS2 and develop an EDI Action Plan which will have direct links to the Organisational Plan and the development of our Equality Objectives ( See Appendix 1)

The Terms of Reference for the EDISG to be reviewed.



The EDISG to be Chaired by a Non-Executive Director.

**OUR WORKFORCE:**

This section of the report highlights headline workforce, & grievances data.

**Occupations by Ethnicity** – At the Trust 11%







During 2018 the Trust has raised awareness, supported & promoted LGBT allies and RainbowSHED. The CEO together with our LGBT Diversity Champion have recruited LGBT allies encouraging our people to wear the RainbowSHED Lanyards and commit to supporting those who identify as LGBT+. This will enable patients and our people who identify as LGBT+ to have an outstanding experience at the hospital.

**Proposed Action:** Identify a number of LGBT+ Diversity Champions to facilitate and oversee the progress of the RainbowSHED network and allies programme.

Also to identify a lead LGBT+ Diversity Champion to sit on the Equality, Diversity and Inclusion Steering group.

To encourage more of our people to join the RainbowSHED Network and Allies



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**Staff Training on Mandatory Equality, Diversity & Inclusion - To date approximately 90%**





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## Key Activities 2017/18

x

Appendix 1: Equality Objectives

**Trusts vision: An outstanding experience for every patient**

**Choice**

“Empowered, engaged and well supported staff”

“Empowered, engaged and well supported staff”

We will assess data at the end of each quarter to determine whether different equality groups have varying experiences

As a result, we will ensure we understand the needs of our patients and help us to respond to them with the highest quality of care

**Care**

“Inclusive leaders at all levels”

“Inclusive leaders at all levels”

We will continue to work with local interest groups to ensure we are responsive to the needs of our patients

We will continue to support them to develop leadership skills, equipping them to apply for leadership roles

**Staff**

“Inclusive leaders at all levels”

“Inclusive leaders at all levels”

We will continue to work with local interest groups to ensure we are responsive to the needs of our patients

We will continue to support them to develop leadership skills, equipping them to apply for leadership roles



Appendix 2: WRES

**Proposed Action plan 2018/19:**

Re-establish and develop the REACH (BAME) Staff Network.	Diversity & Inclusion Lead. Sandy Woodbridge. Denis	31/12/18	
Identify BAME Diversity Champions. -	-ditto-	31/12/18	





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<p>Explore the feasibility of having an “open seat” at the Trust Board for a representative from the REACH (BAME) staff Network.</p>	<p>Diversity &amp; Inclusion Manager. Trust Board. REACH staff Network.</p>	<p>01/01/19</p>	
<p>Identify the equality data of the Trust Governors to evidence</p>			