

Board of Directors: March 2015

Item:

Title: Equalities Committee

Purpose: The purpose of this report is to update the Board of Directors on the work of the Equalities Committee during 2014/15 and inform them of the Committee's objectives for the forthcoming year.

This report focuses on the following areas:

- Quality
- Patient / User Experience
- Equality
- Risk

For: Approval

From: Louise Lyon, Director of Quality, Patient Experience and Adult Services and Chair of the Equalities Committee

Equalities Committee Annual Report

1. INTRODUCTION

- 1.1 The Trust has a strong record of promoting equality and diversity in all areas of our work and the work of the Equalities Committee covers staff, clinical services and education and training in terms of its remit.
- 1.2 Over the last few months, we have been preparing for the Care Quality Commission inspection. It is clear that attention to equality and diversity issues is high on the agenda and is woven through all of the KLOEs. We anticipate that from April 2015, a new set of indicators relating to equality and diversity will be introduced and we welcome the opportunity this will offer to further focus on issues of equality and diversity. We await confirmation of the new set of indicators but meanwhile, we will be working to ensure we include awareness in all areas of our work.
- 1.3 The current Equalities Committee is chaired by the Director of Quality and Patient Experience. It includes two NEDS and two governors, along with staff-side representatives, HR, clinical services and Education and Training. More recently, several members of staff took up a general invitation to join the Committee, which has added to its capacity to engage staff across the Trust and to develop an inclusive way of taking forward its objectives.
- 1.4 The Committee has continued its work through focussing on a priority area for the year, whilst scoping work on areas to prioritise in coming years.

2. PROGRESS ON PRIORITIES 2014-15

2.1 Sexual Orientation

- 2.1.1 In 2014, we applied, and were selected to be, a Stonewall Health Champion. Through this DoH-funded scheme, we were provided with free consultation from Stonewall for a year.
- 2.1.2 We asked Stonewall to help us review our education and training provision in relation to LGBT issues, as this had already been identified as an area of concern within the Trust. With the support of our Stonewall consultant, we undertook a survey of students and trainees to ascertain the extent to which the Trust is LGBT-friendly as an education and training provider. Results were analysed by Stonewall and an action plan drawn up following consultation with a cross-Trust sub-group. The main findings highlighted that some teaching practices may have been seen as insufficiently clear on our current position in relation to a legacy of psychotherapy that pathologised homosexuality, training does not consistently cover LGBT issues and there was a lack of visible evidence that the trust is LGBT friendly.
- 2.1.3 In order to support the review of our curriculum, our Stonewall consultant is meeting with our Associate Deans in March 2015 to explore the ways in which the Cardiff Medical School's review of its curriculum may help us in our work in relation to education and training. Through Elisa Reyes Simpson, Associate Dean, we have also been able to draw on the extensive work done within the British Psychoanalytic Council on reviewing reading material in relation to sexuality.

Whilst reading lists may be reviewed, the main shift towards a clear sense that our trainings are LGBT-friendly will be through supporting all staff to develop the confidence to ensure open discussion of issues relating to sexual orientation. The same approach may be applied to encompassing an understanding of wider issues of diversity and equality.

2.2 Promoting an LGBT friendly Environment for Staff, Students and Service users

- 2.2.1 A successful first LGBT and friends staff meeting was held on 3rd December and further events are planned for April 2015.
- 2.2.2 Training for staff on LGBT issues and healthcare are planned for late March and April, led by Stonewall and Dr Victoria Holt, a Trust staff member and member of Pink Therapy.
- 2.2.3 Posters have been put up around the Trust, leaflets provided in the Adolescent and Young Adult Waiting room, and children's books with stories containing different types of family have been placed in the children's waiting room.
- 2.2.4 We are hosting the Stonewall Healthcare Index awards on 23rd April 2015, which will bring a diverse group of health care organisations into the building and show our commitment to promoting an LGBT-friendly workplace and services.
- 2.2.4 We are very grateful to Stonewall for their very helpful consultation. Their encouraging, supportive and sympathetic approach has been most encouraging of our taking steps forward, whilst recognising that change takes time to embed.

3. STAFF TRAINING IN EQUALITY AND DIVERSITY

- 3.1 We have contributed to each INSET day by presenting some of the Trust's work on equality and diversity and encouraging discussion and feedback from staff on the issues which seem uppermost for them. We have consistently heard that there is concern about career progression for BAME staff and about the impact of socio-economic status on inclusion. Staff have on all occasions shown a keen interest in all areas of equality and diversity as they apply to service users, staff, students and trainees. We are using this feedback to inform our choice of priorities for the coming years
- 3.2 The Staff Survey indicates that many staff felt they had not received equality and diversity training. In fact, the Trust provides a programme of training opportunities, including HR workshops for managers and staff, annual skills development training and open events such as the Thinking Space events led by Frank Lowe, Consultant Social worker and Psychotherapist.
- 3.3 More recently, the HR events have been promoted more actively with support from the Chair of the Equalities Committee and there are indications that this may have led to more take-up of the opportunities available.

4. DATA ON PROTECTED CHARACTERISTICS

- 4.1 The Committee has reviewed data available on protected characteristics for staff, students and clinical service users. We have undertaken the review in order to ensure we are aware of areas which require improvement which are not subsumed within our agreed priorities for the work of the Committee.

- 4.2 Data on clinical service users was reviewed at the Management Team meeting on 5th February 2015. As a result, a further analysis of the data was requested. It was agreed that we would collect data on sexual orientation once the new IDCR system was in place. Discussions are to be held with clinical directors and managers to assess which data we need to collect in addition to that which we currently collect, how to collect it and the systems we need to have in place to make use of the data to improve accessibility, suitability and effectiveness of our clinical services.
- 4.3 In reviewing data on workforce statistics, the Trust Board asked for further analysis of data which suggested that black candidates, once shortlisted, were less likely than their white counterparts to be offered a post. This was not confirmed by the analysis. We were praised by Roger Kline, author of 'The Snowy White Peaks of the NHS' for having undertaken this analysis; he thought we were unusual as a Trust for having done so. We do not stand out as having more of a problem than other trusts, but we, along with the wider NHS, need to be aware that there is a persistent lack of progress in relation to BME staff achieving senior positions within the NHS.
- 4.4 Roger Kline was invited to speak to the Committee on 22nd January 2015. He also met with a small group of Committee members beforehand.
- 4.5 The Committee has reviewed the range of data captured by the Department of Education and Training and will be discussing with colleagues in education and training whether a greater range of data needs to be collected in order to monitor access to training for those with protected characteristics and potentially to tailor courses to an increasingly diverse student body.

5. MENTAL HEALTH IN THE WORKPLACE

- 5.1 The Equalities Committee contributed to and participated in the successful Time to Change event in September 2014, which marked our signing the Time to Change Pledge.
- 5.2 A survey on Mental Health in the Workplace was prepared, but its circulation was delayed in order to avoid lessening the response to the FFT and staff surveys. We anticipate that by May, we should be in a position to send it out.
- 5.3 A mental health in the workplace sub-group meeting was held on 17th March 2015. The aim is to develop an overall action plan in relation to addressing the issues, working alongside the Time to Change workstream.
- 5.4 As with many of the issues of equality and diversity, progress requires awareness-raising and cultural shifts. Therefore, several approaches are required, such as meetings at team or directorate level, communications via a range of media, and exchange of ideas and experiences; one size does not fit all in terms of approach.

6. COMMUNICATIONS

- 6.1 Work had been led by Matt Cooper, but pressure of work on the part of the Chair has slowed down progress on producing the newsletter. With the support of the Director of Marketing and Communications we have developed a plan to remedy this and expect to publish a newsletter in early April 2015.

7. PRIORITIES FOR 2015-16

- 7.1 Priorities for the coming year were discussed at the Equalities Committee on 12th March 2015. In setting priorities, several factors were taken into account including the salience of the area of work for the trust and the capacity of the Committee to make significant progress.
- 7.2 We propose that mental health in the workplace is our priority area to focus on in the coming year. We have done some work to scope the areas that need addressing, but now plan to focus our work through a working sub-group operating in tandem with colleagues working on delivering on our Time to Change pledge.
- 7.3 Work on sexual orientation will continue in order to deliver on our agreed action plan. Much of the active work now needs to be taken forward by the Directorate of Education and Training. The Equalities Committee will require regular reports to the Committee to ensure that the action plan is delivered in a timely way.
- 7.4 We propose to resume work on employment and career advancement for black, Asian and minority ethnic groups. As an NHS Trust, we have a responsibility to play our part in addressing issues raised through the powerful Snowy White peaks report. It is an area of concern frequently raised by staff at our INSET days and an area which will be under increasing scrutiny with the incoming CQC indicators, although it is not an area in which we are performing worse than any other trust, as confirmed by Roger Kline's appraisal of the staff survey and other data available on our website.

Louise Lyon
Chair, Equalities Committee
18th March 2015