

## Board of Directors: March 2016

**Item:**

**Title:** Equalities Committee Annual Report

**Purpose:**

The purpose of this report is to update the Board of Directors on the work of the Equalities Committee during 2015/16 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 and Patient Experience, Adult & Forensic 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 remit of the Equalities Committee includes staff, clinical services and education and training.

1.2 The Committee is responsible for ensuring that the Trust fulfills its Equality Duty under the Equality Act 2010. This requires that in the exercise of our functions we must pay due regard to

- eliminating unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- advancing equality of opportunity between people who share a protected characteristic and those who do not;
- fostering good relations between people who share a protected characteristic and those who do not.

This involves:

- removing or minimising disadvantages suffered by people due to their protected characteristics;
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people;
- encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

1.3 The Equalities Committee is chaired by the Director of Quality and Patient Experience and includes two NEDS, two governors and representatives from staff-side, HR, PPI, clinical services and Education and Training.

1.4 The Care Quality Commission places great emphasis on issues relating to equality and diversity. The initial feedback we received from the CQC following our inspection in January 2016, indicated that the Trust's work on equality and diversity was well-embedded

1.5 The Committee focuses on a priority area for each year, whilst continuing work on previous years' priorities and scoping work on areas to prioritise in coming years.

1.6 Much of the work is carried out through priority specific sub-groups. Over the last year, an equalities network in the Children, Young Adults and Families Directorate has developed and is gaining momentum. In the Department of Education and Training, equality and diversity is high on the agenda of the Learning and Teaching Strategy.

## 2. PROGRESS ON PRIORITIES 2015/16

### 2.1 Mental Health in the Workplace

2.1.1 Mental Health in the Workplace was chosen as the Trust's Equalities Objective for 2015/16 and a sub-group was formed to take this work forward.

2.1.2 The aims of this work stream are to:

- address the stigma which surrounds mental health issues
- to provide the best possible support for staff who are experiencing mental health issues.

2.1.3 One of the sub-group's initial tasks was to conduct a staff survey, which revealed the following:

- staff are concerned about the culture of long working hours and heavy workloads;
- more publicity is needed about the support that is already available;
- some staff would prefer external consultation to discussing mental health issues in-house;
- mandatory training was requested for line managers.

The responses drew attention to staff experience of stress and highlighted the need for further work to address staff health and well-being. The remit of the Mental Health in the Workplace sub-group is not primarily to address stress at work, although it is recognised that stress can have an adverse impact on mental health conditions.

2.1.4 Existing Initiatives: The sub-group reviewed the Staff Consultation Service and Raising Concerns helpline to monitor their usage and effectiveness, and improve staff awareness and access to the services. Seven staff used the consultation service in 2015 and quarterly data on the Raising Concerns helpline revealed that it had only been used once. Information will be placed on the intranet to clarify the purpose of the helpline and what assistance is on offer.

2.1.5 Organisational Culture: The sub-group agreed that senior management and the Board should be made aware of the need to explore the culture of the organisation and the ways that it impacts upon staff, particularly in terms of increasing workloads and long working hours. This was raised at the Leadership Group Strategic Awayday on 15th December 2015, where senior management discussed initiatives for addressing this issue. The CEO has asked the Director of HR and the Director of Quality and Patient Experience to develop initiatives in this area for 2016-7.

2.1.6 Mental Health First Aid: Training is being organised for staff volunteers who wish to become Mental Health First Aiders. The training will enable them to spot the early signs of mental ill-health in colleagues, and aid their confidence in providing assistance. Managers, in particular, need help with recognising when a staff member is experiencing distress and support in responding to staff with mental health problems. Ideally, there will be twelve Mental Health First Aiders Trust-wide, including the remote services, and training will be available to both clinical and non-clinical staff.

2.1.7 Mental Health Events: We are currently planning two events for this year. The first, in April, will focus on how mental health is managed by the Trust and what can be offered by way of support and assistance to staff with serious or pre-existing mental health issues. The focus of the second event in June will be managing workplace stress and promoting staff well-being.

2.1.8 The mental health staff survey will be repeated in summer 2016 to find out whether actions taken have improved awareness of support available.

## 2.2 Sexual Orientation

2.2.1 As Stonewall Health Champions 2014/15, we were provided with free consultation from Stonewall for a year. We continue to work with their consultants to review our education and training provision in relation to LGBT issues, which was identified as an area of concern during our survey of students and trainees.

2.2.2 The aims of this workstream are:

- to tackle the historical legacy that pathologised homosexuality;
- to improve healthcare for the LGBT population;
- to increase the visible evidence that the Trust is LGBT friendly.

2.2.3 The Department of Education and Training has developed the following objectives to promote LGBT equality in our training courses and reading materials:

**Objective 1:** Establishment of a Working Group to co-develop and deliver a training event for teaching and other DET staff. The working group met for the first time on 10th December 2015 and included representatives from CYAF, GIDS and the Adult Department.

**Objective 2:** Working Group to become champions for LGBT equality in teaching and future delivery of training.

**Objective 3:** Training event to be informed by issues identified in student survey and action plan.

**Objective 4:** Ensure that Learning and Teaching Strategy addresses equalities issues and that CPD developments for staff are used to build on the work with Stonewall.

**Objectives 5 & 6:** Update inductions, handbooks and other material to promote positive LGBT messages and Course Teams are to review reading lists and other material, where relevant, using BPC guidance as a benchmark, and subsequently review the implementation of the required changes.

**Objective 7:** Promote student group and provide opportunities for concerns about teaching to be raised.

## 2.3 Promoting an LGBT-friendly Environment for Staff, Students and Service Users

2.3.1 Staff LGBT Network: The LGBT and Friends network was formed in December 2014. The Chair has since formed links with CNWL's LGBT network to arrange joint social events, and Trust staff have been invited to join their float at the 2016 gay pride event.

Initiatives are being considered that will enable discussions about LGBT issues to take place within clinical teams. Additionally, a Trust event is planned for the Summer to help demystify the issues around gender fluidity and the language that is being developed to address transgender.

2.3.2. Training: On 6<sup>th</sup> April, a training session, *Understanding Sexual Orientation and Gender in Patient Care* will be held to raise awareness amongst staff and trainees about why patients' sexual orientation and gender identity are important considerations in the provision of healthcare. Research and data on LGBT patient experience will be shared and some of the health and well-being issues that can disproportionately affect LGBT people will be identified. The session will be led by Dr Victoria Holt, a Trust staff member and member of Pink Therapy, and will be repeated later in the year. Work needs to continue to ensure that all clinical staff are aware of LGBT healthcare issues and are confident in working with LGBT service users and carers.

2.3.3 Plans are in progress to restock the written material that was distributed throughout the Trust last year. This includes leaflets, posters and children's books, which feature different types of family that can be placed in the children's waiting room.

2.3.4 Stonewall's Healthcare Index awards were held at the Tavistock Centre on 23<sup>rd</sup> April 2015. The Trust was ranked 30<sup>th</sup> in Stonewall's Health care Equality Index.

## **2.4 Inclusiveness in the Workplace**

2.4.1 The Inclusiveness Sub-group was formed to work on the issue of career progression for BME staff.

The aims of the group are:

- to address inequalities with regard to career progression for BME staff;
- to complete our Workforce Race Equality Standard (WRES) submission for 2015 and monitor progress on the action plan;
- to promote discussion of racial discrimination issues and their impact on BME staff.

The sub-group, which includes representation from HR, DET and staff-side, met for the first time on 11 February 2016.

2.4.2 The Trust welcomed Roger Kline, author of *The Snowy White Peaks of the NHS*, as guest speaker at our 'Race Equality in the NHS' event on 2<sup>nd</sup> December 2015. During the event, he highlighted the lack of BME representation in NHS senior management and Boards nationwide and explained why progress in tackling race has been so difficult. He was encouraged by the Board's acknowledgement of the Trust's issues in relation to recruitment processes and looks forward to reviewing our progress in the next WRES submission. Roger repeated his presentation at the Leadership Group Strategic Awayday on 15<sup>th</sup> December.

2.4.3 The Equalities Committee will monitor progress on the WRES action plan and submit a progress report and updated action plan by July.

## **3. STAFF TRAINING IN EQUALITY AND DIVERSITY**

3.1 Each INSET day includes a substantial section on equality and diversity with an invited external speaker, which means that all staff receive basic training very two years. The Staff Training Committee provides a range of Equality and Diversity training events. Specific events have been arranged by the Equalities Committee or through the work of the sub-groups.

## **4. DATA ON PROTECTED CHARACTERISTICS**

4.1 Our existing equalities monitoring forms have been reviewed with a view to improving the data we collect on the Protected Characteristics. There are significant differences in the way that data is collected across the Trust. Forms are therefore being updated to create consistency.

4.2 Data collection on the Protected Characteristics has also undergone a review in DET, with a view to aligning their monitoring systems to the other service lines within the Trust and to other Higher Education institutions (HEIs). The data will then be analysed at key stages of the higher education cycle to create a deeper understanding of our students and the potential barriers they face. The Protected Characteristics are now included in the revised application form, which went live in January.

4.3 Clinical data will be collected and recorded consistently (unless otherwise indicated) across the Trust in line with NHE England requirements. Work is in progress to redesign data collection forms and reporting systems. Whilst we will continue to explore ways of describing protected characteristics which more closely link with service users self-identification, we will meanwhile comply with NHS England standards.

## 5. COMMUNICATIONS

5.1 The second Equalities Newsletter is due for publication in March 2016.

## 6. PRIORITIES FOR 2015-16

7.1 Priorities for the coming year were discussed at the Equalities Committee on 10<sup>th</sup> 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 our priority areas of focus in the coming year will be:

1. Main priority: Inclusion in the workplace for BME staff. We have made a commitment to deliver on the actions set out in the Workforce Race Equality Standard. Staff have frequently raised issues of BME staff progression, an area for action which has been relatively neglected in recent years. Work will lead to a comprehensive action plan with milestones spanning the next four years.
2. Continue work on Mental Health in the Workplace and repeat the mental health in the workplace survey to evaluate progress and identify areas for further work. Ensure that the work is linked with Time to Change.
3. Continue work on LGBT equality in the workplace, access to appropriate health care for LGBT service users and carers and the DET work on the promotion of equality in training courses.
4. Complete work on standardising terms for data collection on protected characteristics in clinical services and ensure that the data is included in performance dashboards.
5. Scope work on disabilities across staff, clinical services users and carers and students and trainees.

Louise Lyon  
Chair, Equalities Committee  
14 March 2016