

EQUALITY & DIVERSITY REFERENCE GROUP – 2nd APRIL 2012

EQUALITY OBJECTIVES – CONSULTATION AND INVOLVEMENT

PURPOSE

To apprise Equality & Diversity Reference Group members of the outcome of the Trust's self-assessment exercise and to agree in partnership the Trust's Equality Objectives for 2012/13 and beyond.

Once agreed by the Equality & Diversity Reference Group, the equality objectives will be published on the Trust's website to demonstrate the Trust's commitment to meet Public Sector Equality Duties under the Equality Act 2010.

DISCUSSION

Background

At the previous meeting of the Equality & Diversity Reference Group, a full briefing was given on the Equality Act, the Public Sector Equality Duty (PSED) and the Trust's requirements to populate the NHS Equality Delivery System (EDS). The useful discussions that followed enabled the Group to agree their role as an external 'consumer advisory panel' to the Trust.

The Trust believes that everyone at Tameside Hospital should have equal access to employment opportunities and healthcare service. We also believe that everyone should be treated with Dignity, Respect, Trust, and Partnership, which are the principles underpinning the Mission and Values Statement and articulated further through the Staff Charter, Behaviours and Values leaflet and *Everyone Matters at Tameside Hospital* strategy.

The Equality Act (2010) protects individuals from unfair treatment and promotes a fair and more equal society. It protects people from discrimination, harassment and victimization in work, education and when accessing services like healthcare. The Equality Act protects anyone who falls into a 'protected characteristic':

- Age
- Disability
- Sex
- Race
- Gender Identity
- Marriage/ Civil Partnership
- Pregnancy, Maternity
- Sexual Orientation
- Religion/Belief

The Equality Act 2010 includes a 'Public Sector Equality Duty' which places a general duty on all public bodies to have due regard for and to proactively implement the requirements of the Equality Act. The 'Public Sector Equality Duty' includes both general and specific duties aimed at helping public bodies with the implementation of its obligation under the act. The purpose of the general duties is to provide an overarching set of principles under the Equality Act. The purpose of the specific duties is to help comply with the general equality duty, by improving the focus and transparency of our activity to meet the duty.

The general duties included in the Public Sector Equality Duty (PSED) are:

- 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.

The specific duty included in the PSED is:

- Prepare and publish equality objectives by 6th April 2012 and then every four years thereafter (at least)

In meeting the PSED, the Trust is required to agree and publish equality objectives with the following conditions:

- The Trust must meet at least one aim of the general equality duty (as outlined above)
- The Trust must agree its equality objectives in consultation with people who have an interest in furthering the aims of the general equality duty
- To publish the agreed equality objectives on our Trust public website by 6th April 2012.

The Equality Delivery System (EDS)

The Trust has agreed to implement EDS to ensure that we continue to build on our work for improving Equality at Tameside. (Appendix 1).

The EDS is a tool designed to help NHS organizations improve equality performance; embed equality into mainstream NHS business.

The Equality Delivery System (EDS), if used effectively, will help NHS organisations achieve compliance with the Public Sector Equality Duty in a way that also helps them deliver on the *NHS Outcomes Framework (2010)*, the *NHS Constitution (2010)*, *CQC Essential Standards of Quality and Safety (2010)*, and the *Human Resources Transition Framework (2011)*.

At the heart of the EDS is a set of 18 outcomes grouped into four goals. These outcomes focus on the issues of most concern to patients, carers, communities,

NHS staff and Boards. It is against these outcomes that our performance is analysed, graded and action determined.

The four EDS goals are:

1. Better health outcome for all
2. Improved patient access and experience
3. Empowered, engaged and included staff
4. Inclusive leadership at all level

Successful implementation of EDS will rely on the Trust providing evidence of how it is meeting the four EDS goals and the evidence will then be graded by key stakeholders through the Equality & Diversity Reference Group. The grading will be available to the public through an EDS dashboard.

The Equality & Diversity Implementation Group will take responsibility for implementing EDS within the organisation, developing an action plan, gathering data and populating the tool ready for assessment and grading.

Actions Taken to Identify Equality Objectives

The Trust has undertaken an analysis of the feedback received from a number of sources which have identified our gaps and will help inform the setting of our equality objectives. A summary of the sources of information used are as follows:

Single Equality Scheme (SES) key stakeholder consultation events feedback (2009/2010)

Our service users informed us that staff did not always know how to communicate with people with diverse (cultural) needs. Our staff informed us that they would benefit from Equality and Diversity training when providing patient care.

Annual NHS Staff Survey results (2010/2011)

Staff having equality and diversity training' is still below national average in the worst 20% for the second year running.

Equality and Diversity training feedback (2011)

Our staff requested specific Equality and Diversity *training that was practical and could be used in their workplace to improve patient care.*

Analysis of Effects (AoE) Master class training feedback (2012)

Senior managers, Staff side and Consultants that attended the *training requested that they be provided with specific training on how to complete AoE. The training also revealed that that our managers were not familiar with the Trust's AoE Performance or the process.*

Equality Performance Information on-line tool – EPIT (2010/2011)

The Trust currently collates equality data on Race and recognises the requirement to extend this across all of the nine Protected Characteristics as defined by the Equality Act in improving our healthcare service that is accessible to all.

EDS evidence

See discussion above.

The analysis of the above has revealed that our key priorities is to focus on developing our workforce to increase their awareness of equality and diversity issues in their delivery of good quality patient care. The analysis has also revealed that the Trust must look to have in place a robust screening process to systematically identify inequalities in service delivery, including equipping our managers responsible for service/policy development with the relevant knowledge and skills to identify/address inequalities. The analysis also revealed good practices that promote equality at Tameside. (Appendix 2)

PROPOSED EQUALITY OBJECTIVES FOR 2012/13

As a result of our findings the Trust is looking to agree the following Equality Objectives by 6th April 2012:

- To involve and engage with staff and service users by establishing strong links with key stakeholders who have an interest in delivering positive equality outcomes for all protected groups in the access to healthcare and employment opportunities.
- To develop a workforce that has an increased awareness of equality and diversity issues in the delivery of good quality patient care.
- To implement a robust 'Analysis of the Effect' system to eliminate any inequalities in any community groups in accessing our healthcare service, supported with AoE training for all managers responsible for service development.
- To improve the process for collating, monitoring and usage of our equality data across the nine Protected Characteristics as defined by the Equality Act for both our patients and workforce.

The above objectives will have a positive impact on goal 3 and will also assist in moving forward goals 1 and 2 as detailed in the Equality Delivery System tool (above) and the general duties as outline above.

RECOMMENDATION

The Equality & Diversity Reference Group is asked to consider and agree the contents of this consultation paper in moving forward with our efforts to improve equality in the access to healthcare service and employment opportunities at Tameside Hospital.

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29th March 2012

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